

# RESOLUTION

APPROVING THE COST ITEMS OF A COLLECTIVE BARGAINING AGREEMENT BETWEEN THE CITY OF NASHUA, NEW HAMPSHIRE AND INTERNATIONAL UNION, UNITED AUTOMOBILE, AEROSPACE AND AGRICULTURAL IMPLEMENT WORKERS OF AMERICA (UAW), LOCAL #2232, CLERICAL AND TECHNICAL UNIT THROUGH JUNE 30, 2009

# CITY OF NASHUA

*In the Year Two Thousand and Seven* 

**RESOLVED** by the Board of Aldermen of the City of Nashua that the cost items of the attached collective bargaining agreement between the City of Nashua, New Hampshire and International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Local #2232, Clerical and Technical Unit are approved. The collective bargaining agreement covers the period from July 1, 2005 through June 30, 2009

On January 23, 2007, the Board of Aldermen rejected the cost item associated with line 38, page 27, increasing the compensation grid by \$750.00; the Board accepted all other cost items.

# UAW Clerical Technical FY06 - FY09

Contract Items	Year FY06 Year FY07 (7/01/05-6/30/06)	Year FY07 (7/01/06-6/30/07)	Year FY08 (7/01/07-6/30/	FY08 6/30/08) (	Year FY08 Year FY09 (7/01/08-6/30/09)	(60
Wages	and the same of th					
Article 37 - Wages The following articles are inclusive of wages Article 14 - Holidays	\$ 2,493,884	\$ 2,604,263	<b>∽</b>	2,703,121	\$ 2,787,355	55
Article 16 - Bereavement Leave Article 18 - Jury Duty Pay						
Article 19 - Worker's Comp (differential pay)						e <del>- Agrada Aber Say A</del> grado - 1855
Article 22 - Long Term Disability (differential pay) Article 30 - Military/Reserve Pay				•		MINISTER CONTRACT
Article 41 - Earned Time*				-		
Article 42 - Sick Pool*				0	New Contraction of the Contracti	ì
Base Wage Increase			æ	98,858	\$ 84,234	4
Health Equalization		\$ 33,438				
% Base Wage Increase	%0	3.09%	3.8	3.80%	3.12%	
% with Health Equalization		4.43%				
Pension/FICA/Medi						
Base Pension Costs (FY08 projected rate increase)	\$ 191,787	\$ 200,153	क	234,379	\$ 241,689	889
Base FICA/Medi Costs	\$ 115,371	\$ 120,721	\$	125,396	\$ 129,323	323
Projected Base Combined Increase	\$	\$ 13,716	83	38,901	\$ 11,237	37
Project % Base Combined Increase	%0	4.47%	12.	12.12%	3.12%	Name of the last
Overtime						
Article 9 - Overtime	\$ 199,662	\$ 213,180	\$	225,288	\$ 235,764	764
Article 46 - Working Out of Classification	\$ 9,787	\$ 9,787	\$	9,787	\$ 9,7	9,787
Insurance Benefits						
Article 23 - Health Insurance	\$ 542,202	\$ 604,302	€9	661,641	\$ 763,209	509
Article 24 - Dental Insurance	\$ 37,122	\$ 38,978	s	40,927	\$ 42,973	373
Article 25 - Life Insurance	\$ 10,325	\$ 10,782	-	11,191	\$ 11,540	540
Other						
Article 20 - Tuition Reimbursement	\$ 11,395	\$ 15,193	\$	15,193	\$ 15,193	193
Article 32 - Mileage Reimbursement	\$ 34,980	\$ 34,980	<del>(/)</del>	34,980	\$ 34,980	380
Article 35 - Protective Clothing	\$ 1,400	\$ 1,400	\$	1,400	\$ 1,4	1,400
	\$ 3,647,915	\$ 3,853,738	\$	4,063,303	\$ 4,273,213	213
Overall average increase	%00'0	5.64%	5.4	5.44%	5.17%	
Active Employees Covered. Full Time: 62 Average Salary: \$37,415 Part Time: 7 Average Salary: \$12,241						

<sup>·</sup> Additional compensation for leave time payments made due to resignation/retirement

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# COLLECTIVE BARGAINING AGREEMENT

BETWEEN

THE CITY OF NASHUA, NH

AND

U.A.W. LOCAL 2232

CLERICAL AND TECHNICAL UNIT

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# Article 1 Agreement

AGREEMENT, made and entered into as of the \_\_\_\_\_ day of \_\_\_\_\_\_, 2006, by and between The City of Nashua, New Hampshire (hereinafter called the "City") and the International Union, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW) and its Local # 2232, United Automobile, Aerospace and Agricultural Implement Workers of America (UAW), Clerical and Technical Unit, (hereinafter called the "Union").

# Article 2 Recognition

The City hereby recognizes the Union as the sole and exclusive representative of the clerical and technical employees as certified by the PELRB of New Hampshire as per Appendix A.

The City agrees that it will not discriminate against, intimidate, or coerce any employee in the exercise of their rights to bargain collectively through the Union on account of membership in or activities on behalf of the Union. The City agrees that it will deal with the Union for the purposes of bargaining with respect to wages, hours of duty and working conditions of members of the Bargaining Unit.

Should there be a dispute between an employee and the Union over the matter of an employee's Union membership, the Union agrees to hold the City harmless in any such dispute.

# Article 3 Discrimination

It is agreed that the City will not discriminate on the basis of sex, race, color, national origin, religion, lawful political or employee's organization affiliation, age, marital status, sexual preference, or non-disqualifying disability, or on any basis prohibited by law.

# Article 4 Union Dues

An employee, who is a member of the Union, may execute a written authorization providing that a portion of their salary representing monthly dues be withheld weekly and forwarded to the Union. Upon receiving a properly executed Authorization and Assignment Form from an employee, the Local 2232 shall notify the Human Resources/Payroll Department to deduct from salary due, the amount authorized, and a copy of said form acceptable to Human Resources Department shall be furnished thereto in advance of said deduction. A copy of said form is attached as Appendix B.

Each month, a check for the amount of all dues deducted, along with a current list of members from whose salary dues deductions have been made, shall be transmitted to the Treasurer of the Union.

An employee who executes such authorization form shall continue to have such deductions made from their salary during the term the Agreement or until the Human Resource/Payroll Department, with a copy to the Union, are notified that the Authorization and Assessment Form is being revoked, and the employee thus redraws the authority for the deduction of dues. Dues deductions shall be made without cost to the employee or the Union.

Dues deductions shall be subordinate to deductions required by law and other deductions. No deductions shall be made if an employee has insufficient salary in any pay period. The City of Nashua shall not be responsible for deducting any arrearage in dues owed to the Union by a member, or any special or other assessment by the Union, with the exception of the deduction of initiations fees if expressly authorized on the form noted above.

Deductions shall automatically terminate upon the occurrence of any of the following events:

- 1. Termination of employment;
- 2. Transfer out of the bargaining unit;
- 3. Lay-off;
- 4. Revocation by the employee of Dues Authorization.

The Unit shall indemnify and save harmless The City of Nashua in and on account of any and all claims, suits and damages arising out of, or in relation to, such dues deductions.

# Article 4A Agency Fee

An employee who elects not to pay Union Dues shall pay an agency fee for services rendered by the Union commesurate with the employee's fair share apportionment for the cost of collective bargaining, contract administration, and grievance adjustment. The City agrees to collect agency fees in the same method and manner as the collection of Union dues.

# Article 5 Employee Rights

It is agreed that neither the City nor its Departments will:

- A. Dominate or interfere in the formation and administration of the Union;
- B. Discriminate in the hire, tenure, or the terms and conditions of employment of employees or potential employees, for the purpose of encouraging or discouraging membership in the Union;
- C. Discharge, suspend, discipline, or otherwise discriminate against any employee because the employee has filed a complaint, affidavit, or petition, or given information or testimony on a grievance, as set forth in RSA 273-A;
- D. Restrain, coerce, or otherwise interfere with the Union in the exercise of rights granted by statute.

It is the intention of all the parties that this article provides that the Union shall enjoy all the rights secured by RSA 273-A.

# Article 6 Management Rights

Except as otherwise provided for in this agreement, the City of Nashua, its respective Boards or Commissions and officers, shall have, whether exercised or not, all the rights, powers, and authority vested in it by virtue of the Statutes of the State of New Hampshire and the Nashua City Charter and Ordinances, now or hereinafter enacted including, but not limited to, the rights to:

- A. Control the management and administration of the City of Nashua;
- B. Hire, promote from within, transfer, assign, retain, layoff, and direct employees within the City of Nashua;
- C. Suspend, demote, discharge and take other disciplinary actions against employees for just cause;
- D. Issue, modify, and enforce Rules and Regulations which do not expressly violate the terms of this Agreement.
- E. Determine the methods, means, and personnel by which the City of Nashua's operation are to be conducted, as well as to determine those operations and to assign duties, hours, and responsibilities to its employees accordingly;

- F. Exercise control and discretion over the City of Nashua, it organization, and the technology or lack thereof of performing its work;
- G. Determine the standards of selection for employment and the standards of service to be offered by the City of Nashua;
- H. Assign Union employees to work in any job classification as needed, in the judgement of the appropriate supervisor or manager.
- I. Exercise managerial policy, as set forth in RSA 273-A;
- J. Schedule the hours and days of work whether for emergency purposes or not.

The foregoing Management rights are set out for purposes of illustration and not limitation; the City of Nashua retains all such rights, powers, and authority, whether exercised or not, conferred upon it by law.

# Article 7 Strikes and Work Stoppages

The Union shall not instigate, sponsor, or encourage any activity or action in contravention of the provisions or intent of the Agreement.

No employee shall, alone or in concert, engage in, initiate, sponsor, support or direct a strike, work stoppage, or refuse in the course of employment to perform assigned duties; or withhold, curtail or restrict services or otherwise interfere with the operations of the City of Nashua or encourage others to do so; or engage, or participate in any other form of job action.

### Article 8

### Work Week and Work Schedule

- A. The work week shall consist of seven (7) consecutive twenty-four (24) hour periods and shall stay consistent with current practice.
- B. The normal work schedule shall consist of five (5) consecutive eight (8) hour work days.
- C. Employees engaged in continuous operations such as BPW, and other jobs where employee's are ordered on call at any hour of the day, shall have regular working hours and regular work weeks to suit specific jobs in these continuous operations as practiced as of the date of execution.
- D. The City may establish working hours for jobs having other than normal requirements.
- E. Any change in the regular work schedule hours shall be the subject of discussions between the Union and the City before being implemented. This subsection shall not be construed to reduce or impair managements authority pursuant to the article entitled "Management Rights" supra.

# Article 9 Overtime

Overtime may be required of all employees. Compensation therefore shall be paid as required by the Fair Labor Standard Act and other pertinent law. Nonexempt employees called in from home to work shall receive a minimum of three (3) hours pay therefore at the applicable rate. Employees who are "on call" or subject to the provisions of a written procedure established by management requiring periodic work outside their regularly scheduled hours shall be paid any additional pay provided for in such procedures.

For any employee in the Public Works Division, time and one half the employee's regular hourly pay shall be paid for work assigned and performed in excess of eight (8) hours in a work day, or in excess of forty (40) hours in a work week. Paid Earned Time, paid holidays, military active duty for training, jury duty, bereavement leave, or other excusable reasons of similar urgency, shall be considered as time worked for the purpose of computing overtime pay.

When Park Department foremen go on permanent night shift assignment, all overtime for these employees in the Park Department will be based on the premium rate of pay (base pay plus shift differential) for all overtime work performed.

Overtime shall be allocated within a department on a rotating basis starting with the most senior qualified employee. The next round of overtime shall begin with the next senior employee not previously contacted for overtime. Once the list is at the bottom (least senior employee) the list will

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start again with the most senior. All qualified bargaining unit members in the division shall be offered overtime before members of other units.

Notwithstanding the foregoing, overtime in emergency situations shall be assigned as determined by management in order to best address the emergency. In this event, employees required to work overtime for the emergency will be skipped over the next time they would be eligible for nonemergency overtime.

For the purposes of this section, seniority shall be calculated on the same basis as Job Posting/Layoffs and Recall.

The City and the Union will jointly maintain an updated overtime rotation list. The Union will provide the City with any changes in contact information. These changes will be made to the list as soon as they are received from the Union. Any errors in allocating overtime will be corrected immediately by placing the missed individual at the top of the overtime list and giving him or her the next overtime opportunity. This subsequent opportunity will be offered for the same number of hours as the missed opportunity. The employee's original position on the overtime list will not change with this action. Corrections of errors in allocating overtime shall be handled in this manner not more than once per individual employee per fiscal year.

Employees who agree to be "on call" shall be compensated one (1) hour of overtime rate (time and a half) per day. The employee will be issued a pager and respond to it if paged.

Overtime opportunities for street foremen shall be as follows:

List A: Street Foremen

List B: Other Street Department Foremen

List C: Other qualified UAW employees in the Street Department

List D: Park Department Foremen

List E: All other qualified UAW employees

Snow overtime opportunities for street foremen shall be as follows:

List A: Street Foremen

List B: Other Street Department Foremen

List C: Other Snow Route Foremen, not in the Street Department

List D: Other qualified UAW employees in the Street Department

List E: Park Department Foremen

List F: All other qualified UAW employees

In the event that no one volunteers for duties relative to snow operations, any new UAW employee hired or promoted on or after June 2, 2003 is required to be available for snow-related overtime and will be assigned by reverse seniority on a rotating basis.

Anyone who is on Earned Time Leave or who is under medical restrictions or who has reasonable justification for not being available shall not be required to accept overtime assignments.

The City shall provide the Union with the qualifications necessary to assume, on a temporary basis, the duties of a snow route foreman, and once an employee has been determined to have these qualifications, the employee shall be included in List F.

The City shall provide any necessary training to allow employees to become qualified for these snow operations.

# Article 10 Seniority

Seniority shall be defined as the continuous length of service with the City of Nashua. For the purpose of Lay-offs, Recall and Job Postings seniority shall be in accordance with the following:

Three points [3] shall be awarded for each completed year an employee works in a specific department.

Two points [2] shall be awarded for each completed year an employee works in a specific division, and out of the department.

One point [1] shall be awarded for each completed year an employee works for the City and out of the division, and out of the department.

Seniority shall be based on the total number of points an employee has accumulated.

For an example an employee with eleven years with the City in continuous service, and as follows:

department	division	city
5	3	3

would have 24 points [5x3+3x2+3x1].

The City shall furnish the Union Chairperson with an up-to-date Seniority List on a quarterly basis. The City will also furnish the names of all new hires, promotions, layoffs and terminations on a weekly basis.

Seniority shall be broken for the following reasons:

- a) If the employee quits or retires.
- b) If the employee is discharged for just cause.
- c) If the employee is laid off for a period of time greater than two (2) years.

Until an employee has served the probationary period, the employee has no seniority status and may be discharged or laid off without cause. Upon successful completion of the probationary period, seniority will accrue retroactively to the date of hire.

The employee shall accumulate seniority while on an authorized leave of absence.

# Article 11 Grievance Procedure

In the event that differences arise with respect to any provision of this Agreement, an earnest effort shall be made to settle such differences promptly in the following order and manner:

- An employee shall present an oral grievance with or without the assistance of the Union to the employee's immediate supervisor. The supervisor shall respond to the grievance within five (5) working days. If the grievance is not settled at this step, the grievance may proceed to the next step. The employee will be paid at the employee's regular rate of pay for time spent presenting the oral grievance, if during work hours. Any resolution of the grievance shall not be inconsistent with the terms of this agreement. The Union shall be notified of the resolution of the grievance.
- **Step II** The grievance shall be set forth in writing on the form as provided in Appendix C.

The grievance must be signed by the aggrieved employee and Union Representative, and presented to the employee's Department Head within five (5) working days after receipt of the supervisor's decision in step I.

The Department Head will be given five (5) working days after the receipt of the grievance to have a meeting with the aggrieved party and communicate a decision in writing to the Union. If the grievance is not settled to the satisfaction of the employee and the Union, or if no reply is communicated after the five (5) working days, the grievance may proceed to Step III.

Step III The Union will inform the Division Director and Human Resources Manager of the grievance, in writing and within five (5) working days of the Department Head's

decision or lack thereof. The Union shall provide the Division Director and Human Resources Manager with copies of all prior communications. The Division Director and/or the Human Resources Manager will be given ten (10) working days to jointly meet with the union representative and communicate a written decision to the Union. If the grievance is not settled to the satisfaction of the employee and the Union, or if no reply has been communicated after the ten (10) working days, the grievance may proceed to Step IV for positions governed by an established Board of Commissioners (Fire, BPW, etc.) and to Step V for all others.

- Step IV The Union will inform the Board of Commissioners of the grievance, in writing and within five (5) working days of the Division Director's decision or lack thereof. The Union shall provide the Board with copies of all prior communications. The Board of Commissioners will be given twenty (20) working days to meet with the union representative, with or without the aggrieved party, and communicate a written decision to the Union. If the grievance is not settled to the satisfaction of the employee and the Union, or if no reply has been communicated after the twenty (20) working days, the grievance may proceed to Step V.
- Step V Within thirty (30) working days of the Division Director's and/or Human Resources Manager's, or applicable Board of Commissioners decision, or expiration of the decision period, the Union will have the option of submitting the grievance to arbitration. The Union shall inform the Human Resources Manager in writing of its decision to arbitrate.

The choice of Arbitrator shall be by agreement of the two parties. However, if no such agreement has been reached within ten (10) working days notice of intent to arbitrate, the grievance may be referred to the Public Employee Labor Relations Board for the selection of the arbitrator in accordance with the procedures then obtaining. All decisions of the arbitrator shall be binding. The arbitrator shall have no authority to award a monetary remedy hereunder other than for lost compensation which would have been otherwise received pursuant to the terms of this agreement.

The operation of this grievance and arbitration agreement shall be subject to the provisions of Chapter 542 of the New Hampshire Revised Statutes Annotated.

### **Time Limitations**

The times for taking action stated above may be extended by mutual consent in writing, but all the steps of this procedure shall be handled as expeditiously as possible with a view to promoting and maintaining harmony. Request of either party for extensions of time shall not be unreasonably denied.

Failure at any step of this procedure by the City to communicate a decision in writing on a grievance within the time specified shall permit an appeal of the grievance to the next step. Failure at any step

 of this procedure to appeal a grievance to the next step within the specified time limits shall be deemed to be acceptance of the decision rendered at the step.

# Right to Withdraw

The aggrieved party has the right to withdraw the grievance at any time during the proceedings.

# Union Representation

The City will allow the grieved party reasonable time to meet with Union representatives for the purpose of discussing the grievance. Whenever possible, the Union representative will notify their immediate supervisor when they are meeting with the grieved party.

### Fees

The fees and expenses charged by the arbitrator shall be shared equally by the City and the Union.

### Mediation

Grievance Mediation may take place, at no cost to either party, in the grievance procedure at any time if agreed by both parties. Either party may submit a request to the other requesting Grievance Mediation. The parties may use any mediator or service, including the Federal Mediation and Conciliation Service or may agree to mediate without a third party.

### Article 12

# Job Posting/Lay-Offs/Recall

Each position shall be defined by a Position Description Form (PDF). All PDFs shall be reviewed and evaluated and assigned a grade. The Union shall have input in the PDF process and shall be notified when any PDF is being created, under review, being reevaluated or has been requested to be reevaluated.

Effective upon the ratification of this agreement, the City and the Union agree to meet and discuss the criteria for use in determining upgrades for positions and the procedures by which employees may request to have their PDFs reviewed for possible upgrade.

Eligibility: All vacancies in positions within the bargaining unit will be subject to the posting procedures specified in this Article. When filling vacancies for positions covered by this Agreement, current regular full-time and part-time UAW bargaining unit employees who have completed their probationary period are eligible to apply for a vacant position.

### **General Posting Policy:**

**Internal Postings** - A notice of position vacancy shall be communicated to all UAW bargaining unit employees. The notice of position vacancy will be distributed to every department and posted on the City's bulletin boards for five (5) working days to allow qualified eligible employees to apply. The notices will include information on job title, grade, salary/hourly rate, department, brief description of the job content, and position qualifications. If after the posting of the notice, no qualified

4° 4employee has applied, the notice of vacancy shall be posted externally in accordance with the Human Resource Department requirements.

Within 60 days of a permanent opening, the City shall either post the position and fill it as stated above or eliminate the position with such notice to the Union. The City can request an extension of time to fill an opening, which will not be unreasonably denied by the Union.

The settlement agreement concerning job postings Dated July 25, 2005 (Appendix F) is incorporated into this agreement.

# Selection of qualified candidate:

The hiring manager shall make the final decision when filling the position; however, the guidelines for filling any open position prior to commencing work are based upon the employee's ability, qualifications, experience, background check, and/or a driving record check and the ability to successfully pass a physical examination, if required for the vacant position. The best qualified candidate shall be selected. Where qualifications between applicants are relatively equal, seniority as calculated in Article 10 will be used to award the position.

The notice for vacant positions shall not be posted, externally, until all internal applications have been reviewed and/or interviewed.

Each new employee shall receive a copy of the current Collective Bargaining Agreement covering the position (via electronic copy if appropriate) and be permitted reasonable time to meet with a Union representative.

The City shall notify the Union (via email if appropriate) of each new employee as they are hired, including the employee's name, address, position title, department, and work location within five (5) business days of their employment with the City.

# **Promotional Opportunities:**

A promotional employee shall have a performance evaluation completed at least once during the probationary period. Should the promotional employee's performance be unsatisfactory, or should the promotional employee find the job unsatisfactory anytime during the promotional probationary period, the promotional employee shall be entitled to return to the position from which promoted within thirty (30) days of the promotion, unless extended for an additional thirty (30) days by management.

# **Probationary Period:**

The probationary period for all new hires will be at least ninety (90) calendar days and may be extended by management in order to provide the employee additional time to be successful. In no case will the probationary period be more than 180 days. For promotional employees, the probationary period is 30 calendar days, unless extended as above.

### Rate of Pay:

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Persons appointed to positions for the first time shall be paid an amount within the established range for the position.

# Lay-Off Provision:

Management reserves the right to lay-off employees as deemed necessary to conduct its operations. In the event of layoff management will give 30 days written notice to affected employees. When making layoff decisions, such factors as job performance, absenteeism record, and workload of personnel will be considered. If management finds all factors to be reasonably equal for the employees subject to layoff, then reverse seniority shall be utilized in making the layoff decision. In cases where an employee has five (5) or more years of seniority, the employee shall be eligible to bump the least senior employee remaining in a position class series in his/her department for which he/she is qualified, if any. In the event that there is no one available to bump in the department, the employee may exercise the same bumping rights in their division.

# **Recall Provision:**

Laid off employees shall be eligible for recall for a period of two (2) years from the date of layoff. A laid off employee shall be given preference for any position which he/she may be qualified during said period. Recalled employees must be qualified for the position to which recalled. The Human Resource Department shall send notices of other position vacancies to all employees eligible for recall to their last known address.

### Article 13

# Distribution of this Agreement

Upon final execution of this Agreement, the City shall print and distribute or distribute via email an initial copy of this Agreement to all unit members in the employ of the City as of the execution date. The Union shall be responsible for distributing a copy of the Agreement to all unit members hired after the date of execution.

# **Article 14** Holidays

Employees covered under this agreement shall receive straight time wages and not be required to work on the following holidays, except as otherwise provided in this article:

New Years Martin Luther King Jr. Day Memorial Day Independence Day Labor Day

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Veteran's Day
Thanksgiving Day
Christmas
Presidential Election Day [every four years]

In addition to the above days, three (3) holidays shall be determined by the Mayor in January of each year.

Employees working in the Public Works Division shall have the same holidays as those specified in Article 15A of the collective bargaining agreement between the Board of Public Works of the City of Nashua and Local 365 of the American Federation of State, County and Municipal Employees, AFL-CIO, provided that the total number of holidays shall be no less than holidays listed above.

Employees required to work a holiday shall receive one and one half (1.5) their usual straight time rate of pay for hours worked. In addition they shall receive holiday pay unless, prior to submission of the weekly payroll, the employee requests in writing to take the holiday time off on a scheduled work day satisfactory to management, within three (3) months from the date of the holiday.

When a holiday occurs during scheduled time off, the holiday shall be paid at straight time and the employee will not be charged with earned time for that day.

# **Article 15**Unpaid Leaves

A leave of absence is an unpaid, excused absence approved in advanced by the employees immediate supervisor, department head, division director and the Human Resource Department. Employees on a leave of absence shall receive no pay from the City.

Request for leave of absence shall be documented for approval on a personnel action form. The City shall have no obligation to grant unpaid leave of absences, but will endeavor to do so where reasonable and consistent with its operational needs.

Failure on the part of an employee on a leave of absence to report at its expiration, shall be cause for termination of employment.

An employee on a leave of absence should not accept employment or conduct a business unless the activity was previously approved by the Human Resource Department.

Employees who are absent because of non-occupational illness or disability may be granted unpaid leave of absence after the expiration of all benefits, earned time and sick pool leave to which the employee is entitled.

Employees shall not be entitled to bereavement leave pay while on an unpaid leave of absence.

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42 4° Earned time benefits will not accrue for the employee on an unpaid leave.

# Payment of Health, Dental and Life Insurance Benefits While on Unpaid Leaves

During a leave of absence for personal illness, the City will continue to pay its portion of health, dental and life insurance premiums, for up to six [6] months. The employee will continue to pay their portion of the premiums during that period, and thereafter shall pay 100% of the cost to continue coverage.

Payment of group insurance premiums during a leave of absence must be arranged in advance with the Human Resource Department and the Risk Management Department.

# Article 16 Bereavement Leave

The City permits absence from scheduled work with pay necessitated by death in your immediate family, up to a maximum of three (3) regularly scheduled workdays at their straight time rate of pay per occurrence.

The immediate family includes the employee's spouse or domestic partner and the following relatives of the employee or employee's domestic partner: children, brother, sister, parents, grandparents, grandchildren. The term child includes the loss of the fetus after the second trimester of the pregnancy.

The City permits absence from scheduled work with pay necessitated by death of an employee or employee's spouse's or domestic partner's aunt or uncle, or the loss of a fetus after the first trimester of the pregnancy, for one (1) regularly scheduled workday at their straight time rate of pay per occurrence.

Employees may be required to submit official notice or medical verification to substantiate the bereavement leave request.

Employees on a scheduled leave of absence are not eligible for bereavement leave pay.

In the event the death for which leave is taken occurs during use of Earned Time, in accordance with Article 41, and the employee desires to take bereavement leave during that period of the usage of Earned Time, the bereavement time taken during the use of Earned Time shall not be charged against the employee's Earned Time accruals.

### Article 17

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# Article 18 Jury Duty Pay

All persons covered under this agreement which are called upon to serve as a juror will be paid the difference between the fee received for such service and the amount of straight time earnings lost due to the jury duty.

# Article 19 Workers' Compensation

Workers' compensation shall be provided by the City with coverage as specified in legislation of the State of New Hampshire.

In the event an employee is injured on the job and is collecting workers' compensation, the City agrees to:

- 1- pay the employee each week, the payment will include the difference between the amount they are paid under Worker's Compensation and the amount of the employee's pay for their regularly scheduled work week as in effect at the time of the injury.
- 2- make such supplemental payments for as long as the employee is disabled, but in no case longer than six (6) months from the date of injury.
- 3- continue to accumulate all benefits [earned time] during the period in which the employee is out on Workers' Compensation, up to six (6) months from the date of injury.

An employee injured while on the job and absent because of such injury shall be paid by the City for the full day which the injury occurred.

# Article 20 Tuition Reimbursement

Effective July 1, 2005:

The City shall contribute the sum of eighteen thousand dollars (\$18,000.00) per fiscal year to a "tuition account", a combined account for Professional and Clerical/Technical employees covered under their respective collective bargaining agreements with UAW Local 2232. Tuition

reimbursement will be available to employees who are laid-off but have received approval for and commenced taking a course prior to their layoff. The tuition monies will be administered by the Human Resource Department. Funds will be disbursed on a first come, first served basis.

# Effective July 1, 2006:

The City shall contribute the sum of twenty four thousand dollars (\$24,000.00) per fiscal year to a "tuition account", a combined account for Professional and Clerical/Technical employees covered under their respective collective bargaining agreements with UAW Local 2232. Funds that are not used in any year will remain available in subsequent years until spent. Tuition reimbursement will be available to employees who are laid-off but have received approval for and commenced taking a course prior to their layoff. The tuition monies will be administered by the Human Resource Department. Funds will be disbursed on a first come, first served basis.

### Reimbursement is as follows:

Seventy five percent (75%) for courses taken in a work related degree or certificate program, Seventy five percent (75%) for work related courses, and

Fifty percent (50%) for courses taken in a non-work related degree or certificate program, and

Fifty percent (50%) for "other" courses, non-work related, non-degree provisions pursuant to the following:

Forms for the "other" courses must be submitted to the Human Resource Department by June 1<sup>st</sup> of each year. Monies will be disbursed on a first come first served basis and as funds permit. No monies for "other" courses will be disbursed prior to June 1<sup>st</sup> of each year.

Reimbursement eligibility is in the order set forth above to the limit of available funds. All courses must be approved in advance by the Human Resources Department in order to be eligible for reimbursement. Any single individual employee may utilize up to one-quarter of the total tuition account per fiscal year. However, if such an employee would be entitled to additional reimbursement but for this limit, and there is any money remaining in the tuition account at the end of the fiscal year, said employee can request additional reimbursement. The Human Resources Department will develop such administrative policies and forms as may be needed from time to time to efficiently administer this program.

# Reimbursement is subject to the following:

Students enrolled in a bachelors degree, associates degree or certificate programs and students taking non work related courses must achieve a "C" or better in the course to be reimbursed.

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Students enrolled in graduate studies must achieve a "B" or better in the course to be reimbursed.

Students enrolled in "other" courses, including courses without grades, must show documentation of completion of the course.

# **Mandatory Courses**

Courses required to be taken by the City of Nashua, shall be reimbursed at one hundred percent of all tuition, lab, registration and related expenses. The City shall fund all expenses separate of the "tuition account" described above.

# Article 21 Alternative Schedules

Employees shall ordinarily work five (5) eight (8) hour days per week as scheduled during normal city business hours by management. Employees may request alternative schedules. In the event that City operations warrant, management may establish alternative schedules. If alternative schedules are not established for all employees performing the same duties, those employees concerned may select the schedule they prefer on the basis of seniority up to the number of employees to be assigned the alternative schedule.

# Article 22 Long Term Disability (LTD)

Full time employees and part time employees working twenty (20) or more hours per week who are covered by this agreement and who have been employed by the City for one (1) year on an uninterrupted basis except by reason of layoff, on the job injury or approved leave of absence, shall be covered for long term disability under a policy of insurance, the premium for which is to be fully paid by the City, subject to such eligibility requirements and other terms and conditions as the carrier may establish. The City reserves the right to change long term disability insurers to another commercially available program having overall comparability of coverage to that currently in effect on the date of execution hereof, or to self insure said coverage. Employees are encouraged to maintain adequate earned time balances to cover the elimination period for the long term disability benefit in the event a claim is made.

# Article 23 Health Insurance

The City shall provide, subject to the provisions of this article, upon request of an eligible member of the bargaining unit, the amount of the premium specified below for an individual, two person, or

family plan, of one of the following, if available, or a comparable plan if the following plan(s) are not available:

- (a) Point-of-Service-Plan with benefits comparable to those currently provided;
- (b) HMO Plan; or
- (c) The city may make additional plans available to members with benefit levels and premium cost sharing determined by the city in its sole discretion.

Provided that any employee who is enrolled in an indemnity plan with the city on the effective date of this agreement shall be allowed to continue that indemnity plan. However, no other employees shall be allowed to select the indemnity plan.

The option of the health care plan is at the sole discretion of the City. It is agreed by all parties concerned that the city reserves and shall have the right to change insurance carriers provided the benefits to participants are comparable and the city elects the least expensive plan available to provide such benefits.

Should the City determine that it is in the best interests of the City to offer a "comparable" plan to either option "a" or "b", it shall provide at least one hundred twenty (120) days prior written notice to the Union and documentation of the cost to members and the benefits that will be provided under the comparable plan. Should the Union determine that the proposed plan is not comparable, the grievance shall not be subject to the grievance procedure and shall be submitted directly for arbitration no later that thirty (30) days after the Union is notified of the proposed change to the comparable plan. The grievance shall be heard in an expedited manner. The decision of the arbitrator shall be binding on both parties.

Comparable Plan Definition: For the purposes of this Article, a comparable plan means no additional out-of-pocket increases to employees and no reduction in current benefits and at least 90% of the current physicians, including specialists and hospitals.

For the duration of this Agreement, either party to the Agreement may request that a joint labor/management committee be convened to consider the performance of the aforementioned plans and any changes thereto.

Effective July 1, 2005: For eligible members, the City shall contribute 85% of the premium for option (a) and 95% of the premium for option (b). The City shall contribute toward the premium of the city indemnity plan the same dollar amount it contributes toward the premium of option (a).

Effective July 1, 2006, or the date on which all City merit employees are on the following cost sharing arrangement, whichever is later: For eligible members, the City shall contribute 80% of the

premium for option (a) and 90% of the premium for option (b). The City shall contribute toward the premium of the city indemnity plan the same dollar amount it contributes toward the premium of option (a).

All plans offered by the City shall have the following co-payments:

- (a) Medical Visits \$10.00
- (b) Emergency Room Hospital Visits each year of the contract:-

\$50.00 for the first 3 visits per subscriber;

\$100.00 for the next 3 visits per subscriber;

\$50.00 for each subscriber visit thereafter.

Any eligible member of the bargaining unit requesting initial membership in a plan may enter during a specified enrollment period. Any eligible member desiring to select a different plan may make such a change only during the annual enrollment period. Eligible members moving into or out of a HMO or Point-of-Service Plan service area may change plans within a specified period after such move to the extent permitted by the plans.

Regular part time employees working a minimum of 20 hours per week are covered by the provisions of this article 23 on a pro rata basis. The proration is based on the ratio the employee's regular weekly work hours are to 40 hours. The proration applies to the City's premium contribution.

For the duration of this agreement, the parties agree to participate in a joint labor/ management committee with other city and school district bargaining units to develop proposals to modify the health insurance programs offered by the city in order to control the costs of those programs for the benefit of the city and its employees.

# Article 24 Dental Insurance

The City shall pay one hundred (100%) percent of the premium of a two person plan dental insurance program such as Delta Dental, currently in effect on the date of execution hereof. The City reserves the right to change insurance carriers or plans, or to self insure the same. Such new plans shall offer benefits commercially available in the market and shall have overall comparability of coverage to the above referenced plans to the extent said coverages are commercially available.

Regular part time employees working a minimum of 20 hours per week are covered by the provisions of this article 24 on a pro rata basis. The proration is based on the ratio the employee's regular weekly work hours are to 40 hours. The proration applies to the City's premium contribution.

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# Article 25 Life Insurance

The City agrees to pay one hundred percent (100%) of the premium cost of a Basic Life Insurance and AD&D for full time employees and part time employees working twenty (20) or more hours per week only, in an amount equal to one and one half (1.5) the employee's annual straight time wages, rounded to the nearest thousand dollars. Employees may purchase at their expense optional life insurance in denominations of up to three times their basic amount to a maximum of three hundred thousand (\$300,000) total, basic and optional combined, subject to any eligibility or other rules prescribed by the insurer. The City reserves the right to change life insurance providers.

### Article 26

# Dependent Care Assistant Program

Employees with dependents may be eligible for the Dependent Care Assistant Program as authorized by the Federal Government. The program allows a city employee up to a \$5,000 a year deduction from earnings without taxes [Federal, FICA] to be used for dependent care. The City agrees to maintain this program in effect during this agreement so long as the same remains authorized in its present form by the Internal Revenue Code. Compliance with the Internal Revenue Code and any and all liability for taxation are the sole responsibility of the employee.

# Article 27 Pay Period

The pay period will run from Sunday through Saturday, and all employees covered under this agreement shall be paid on a weekly basis, Thursday of each week, unless a holiday falls on such day, in which case pay day will be the day prior.

# Article 28 Retirement System

Employees covered under this agreement shall join the New Hampshire Retirement System, if and when eligible to do so, in accordance with the rules of that system, unless they are employee's of the Department of Public Works. Department of Public Works employee's shall join the Department of Public Works retirement system, if and when eligible to do so, in accordance with the rules of that

system. The City and the employee's agree to comply with all rules and regulations of the pertinent system, including contribution rates, as established from time to time. If entry requirements for the DPW system are lawfully modified this article will be modified to reflect such a lawful change.

In the event that the city employees represented by AFSCME opt to change their pension plan for new hires to join the state plan, or if the current DPW system is changed [for new hires] by ordinance, the Union agrees to meet with the City and discuss implementation of the said changes.

# Article 29 Military Service

Any full time employee covered under this Agreement who leaves to enter directly into involuntary active service in the Armed Forces of the United States is granted a military leave of absence for the anticipated length of service. A Military leave of absence entitles an employee to be reinstated to the position held, or one similar in pay and status, so long as the employee provides notice of his/her desire to resume such employment within thirty (30) days of discharge from the armed forces and the employee accepts such discharge at the earliest possible date.

# Article 30 Military Reserve and National Guard Pay

Any full time employee covered under this Agreement called to serve not more than a seventeen (17) day annual training tour of duty with the National Guard or Armed Forces Reserves will be paid the difference between his or her pay for such government service and the amount of straight time earnings lost by the employee by reason of such service, based on the employee's regularly scheduled straight time rate. Such payments are to be made following the showing of satisfactory evidence of the amount of pay received for such service.

An employee covered under this Agreement called to serve duty with the National Guard or Armed Forces Reserves in the time of war or national conflict will be paid the difference between his or her pay for such government service and the amount of straight time earnings lost by the employee by reason of such service, based on the employee's regularly scheduled straight time rate. Such payments are to be made following the showing of satisfactory evidence of the amount of pay received for such service.

# Article 31 Deferred Compensation

The City will continue to offer a deferred compensation plan to all employees covered under this contract during the term hereof so long as it is authorized to do so in the present manner under the Internal Revenue Code. Deferred compensation allows the employee to defer income and the

associated taxes from their paycheck, until they receive the money sometime after retirement. Compliance with the Internal Revenue Code and any and all liability for taxation are the sole responsibility of the employee.

# Article 32

# Mileage Reimbursement

# Use of City owned vehicles

If you are assigned a City-owned vehicle and are allowed to take the vehicle home at night and on weekends, the Internal Revenue Service has ruled that the personal use of the city owned vehicle, that is commuting back and forth to work and any other non-work use, is subject to federal withholding and social security tax, where applicable. This rule does not apply to emergency vehicles specifically police and fire vehicles.

The deductions therefore will be made weekly, based on an annual evaluation of the value of the personal use of the vehicle. The personal use value shall be as required by the Internal Revenue Code and Regulations.

The multiplier used to determine the employees deduction shall be the current Internal Revenue Service mileage reimbursement rate.

### Fixed mileage reimbursement

If by nature of your job description you are required to use your privately owned vehicle the following reimbursement schedule shall be implemented.

For the purposes of this section the fixed rate schedule shall be based on an annual budgeted item then divided into equal monthly payments. The fixed rate mileage reimbursement figures are based upon the employees daily percentage of time in the field.

The following monthly payment schedule per employee, computed on a yearly basis:

Building and Utilities Inspectors	\$380.00
Code Enforcement Officers	\$255.00
Engineering Inspectors	\$380.00

Any \$0.50 per gallon increment increase or decrease over the American Automobile Association (AAA) published average price of a gallon of gasoline as of July 1, 2006 will result in a ten dollar (\$10.00) increase or decrease in the monthly flat rates. Provided, however, that the rates shall not go below those stated in the above schedule.

Building and Utilities Inspectors shall include the Assistant Building Inspector(s), but only when they are required to perform inspections. The amount shall be prorated on a daily basis, for the number of days when they are required to perform inspections.

Employees who are currently covered under the above payment schedule, and who have worked and been paid overtime, may submit mileage reimbursement in accordance with the IRS reimbursement rate for the overtime hours.

All employees in the positions stated above who, at the date of the signing of this collective bargaining agreement, currently use their privately owned vehicle, shall be allowed to continue to do so through June 30, 2008.

Employees on an unpaid leave, out on long term disability, or on Earned Time Leave for more than ten consecutive days will not receive mileage reimbursement for the month(s) missed and will receive prorated reimbursement for months partially attended.

All others not covered by this section should be reimbursed at the current city mileage reimbursement rate or the current Internal Revenue Service mileage reimbursement rate whichever is higher.

# Article 33 Travel

Occasionally employees travel as part of their duties. When the need for travel occurs the City shall pay all cost related to the travel. Cost shall include, but not be limited to: transportation cost [plane, train, automobile rental [if required], automobile at the prescribed mileage rate, etc.], meals including tax and tip, lodging [including all taxes and a five (5) minute phone call home each night] and other reasonably related miscellaneous expenses.

Travel mileage payments shall be computed by the Financial Reporting Office in accordance with the approved travel tables prepared by the New Hampshire Department of Transportation and Rand McNally.

# Article 34 Personnel File

Every employee covered under this Agreement shall be entitled to access to supervisory records and reports of competence, personal character and efficiency, along with all other information maintained in their official personnel file. The City shall allow the employee access to their file within twenty four (24) hours notice. Upon request the City shall copy the file for the employee. Subsequent copies will be made at cost.

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# Article 35 Protective Clothing

The City shall provide employees with all legally required protective clothing at City expense. The City will, in its reasonable discretion, provide protective clothing and equipment to employees performing operations in departments where it determines that such clothing and equipment will enhance employee safety or comfort.

In addition, the City will provide employees with a clothing allowance adequate to purchase four (4) sets of uniforms per year in departments where uniforms are required.

# Article 36

### Performance Evaluations

Performance evaluations shall be completed annually by the employees direct supervisor on or about June 30<sup>th</sup> of each year. The employee will not be required to sign said evaluation until such a time as all reviewing persons have had a chance to comment.

The City and the Union (both UAW units) shall form a six (6) person committee made up of three (3) Union members (with at least one member from each UAW unit) and three (3) City (management) members. This committee shall review the existing employee evaluation forms, which shall be used in the interim. Any recommendations by a majority of the committee on changes to the evaluation form shall be implemented for the following evaluation year.

Progress reviews shall take place midway before the annual evaluation indicating whether or not the employee is meeting the goals and objectives established at the beginning of that fiscal year.

# Article 37 Wages

Effective July 1, 2005, or date of hire, whichever is later, all employees will remain at their current step on the compensation schedule attached as Appendix D.

Effective November 1, 2006, increase the compensation grid by \$750.00 for all employees. Effective July 1, 2006 increase the compensation grid by 1.0%, with all employees on the grid receiving the corresponding increase as of July 1, 2006 or date of hire, whichever is later.

Eligible employees who receive a satisfactory job evaluation on June 30, 2006 will receive a one step increase on July 1, 2006

 Effective July 1, 2007, increase the compensation grid by 1.0%, with all employees on the grid receiving the corresponding increase as of July 1, 2007 or date of hire, whichever is later.

Eligible employees who receive a satisfactory job evaluation on June 30, 2007 will receive a one step increase on July 1, 2007.

Effective July 1, 2008, increase the compensation grid by 1.0%, with all employees on the grid receiving the corresponding increase as of July 1, 2008 or date of hire, whichever is later.

Eligible employees who receive a satisfactory job evaluation on June 30, 2008 will receive a one step increase on July 1, 2008.

In the event that an employee has not completed a satisfactory evaluation on June 30 of a fiscal year, the supervisor may, at his or her discretion, extend the employee's evaluation period for a period not to exceed 3 months. At the completion of that period, the supervisor will conduct an evaluation to determine if the employee has completed the goals for which he or she is being evaluated. If the employee then receives a satisfactory evaluation, he or she will be eligible to receive the step raise.

In the event that an employee is reclassified to a higher position within the bargaining unit, he or she will be eligible to receive the step raise regardless of the effective date of the reclassification.

Any newly hired employee or any employee promoted on or before December 31 of any calendar year will be eligible for a step raise provided that they receive a satisfactory performance evaluation for that evaluation period.

A list of initial grade assignments is attached as Appendix E. It is agreed that, during the term of this agreement, new positions may be created or grade assignments may change due to reclassifications. The City will pay the employee based on the new grade assignment.

### Provision applicable to the FY2006-FY2009 contract:

If any city bargaining unit or other group of city employees receives a more favorable wage and health care package, the Union may open the wage and health care portions of this agreement for renegotiation.

# Article 38 Parking Garage

All employees covered under this Agreement shall be allowed to park at no cost to the employee in a City owned or leased lot or garage.

# Article 39 Bulletin Boards/Mail

### **Bulletin Boards**

The City agrees to provide space for suitable bulletin boards in convenient places in each work area, to be used by the Union. The Union shall limit its posting of notices and bulletins to each bulletin board. Posted materials and notices shall pertain only to union business. The Union agrees to maintain such bulletin boards in a neat and orderly condition.

### Mail

Officers or officials of the Union shall have the right to reasonable use of the City's in-house mail service for correspondence related to grievances.

# Article 40

# Disciplinary Procedures

- A. It is agreed that the City has the right to discipline or discharge employees for just cause. Discipline shall be corrective in its nature and ordinarily utilized progressively. Disciplinary actions shall normally follow the order below:
  - 1. Verbal warnings
  - 2. Written warnings
  - 3. Suspensions without pay
  - 4. Discharges

Demotion may be used for disciplinary purposes in appropriate instances. In the event of suspension, demotion, or discharge, the reasons for the action taken will be given in writing to the employee within 24 hours.

It is understood that the severity of any particular infraction may warrant deviation from the aforementioned steps.

- B. Any employee disciplined or discharged shall, be entitled to the provisions of the Grievance Procedure, and will be allowed a representative of their choosing. If requested in writing by the employee, a hearing must be held with the Union, Division Director and the Human Resource Manager within seven (7) calendar days of the disciplinary action or discharge.
- C. Provided that the employee has not had recurrence of discipline within the specified period, written warnings will be removed from the employee's personnel file after twelve (12) months upon a written request from the employee for such removal and all suspension shall be removed within two (2) years upon written request. The prior unexpired discipline is carried during the period of any subsequent equal or greater discipline.

# Article 41 Earned Time

# Generally:

Earned Time is an alternative approach to the traditional manner of covering absence for vacation, personal leave days, sick leave, and other types of leave. Instead of dividing benefits into a specific number of days for each benefit, earned time amalgamates these days, into a single benefit. Earned Time can be used for a variety of purposes including a payment in cash at the time of termination, but only as provided in this Article. Earned Time is accrued for any month in which an employee has been employed at least fifteen (15) calendar days, beginning the first day of any month. Paid leave and absences for jury or military reserve duty are considered time worked for Earned Time accrual purposes. While an employee will earn Earned Time days during his or her probationary period, he or she cannot take Earned Time until they have completed ninety (90) calendar days of employment with the City. If an employee leaves City employment before they have worked ninety (90) days, they will not be paid for any accrued Earned Time.

# Coverage:

Employees who are employed in a position at least (20) hours per week are eligible to earn Earned Time. Part time employees, those working less than 40 hours, accrue earned time on a pro-rated basis. The accrual rates for full time employees are as follows:

Years of Service	Days Accrued per Month	<b>Total Annual Days</b>
less than 5 years	2.25	27.0
5 to less than 10 years	2.50	30.0
10 to less than 15 years	3.00	36.0
15 years to less than 20 years	3.25	39.0
20 or more years	3.50	42.0
30 or more years	3.75	45.0

Years of service means continuous length of service with the City in accordance with Article 10, Seniority.

### **Breaks in Service:**

In the event of reemployment after a break in service, as defined in Article 10, not exceeding 2 years, the employee shall accrue earned time as if that break in service had not occurred.

### Usage:

All use of earned time shall be arranged in advance by the employee, and approved by his/her supervisor prior to the date of absence, except as provided in this paragraph. Earned Time days/hours may be used after being accrued. Earned Time is ordinarily used at the rate of one day of Earned Time for each day of absence. Employees presenting a request to use earned time less than 18 hours before the earned time use is to begin shall use earned time at the rate of 1 1/4 days of earned time for each day of absence. This special rule will not apply to the first seven (7) occurrences in any calendar year. Earned time shall be used in increments of hours under the FLSA. An occurrence shall be defined as the use of two (2) or more hours of Earned Time without the 18 hour prior notification. Notification may take place in person or via email or voice mail.

# **Termination of Employment:**

In the event of termination of employment, 50% of the terminated employee's earned time balance will be paid to him/her. In the event of termination due to layoff, 100% of the terminated employee's earned time balance will be paid to him/her. The employee may elect to defer payment for up to two years in anticipation of possible recall.

### Retirement:

One hundred percent (100%) of any employee's unused Earned Time balance will be paid at retirement. "Retirement" shall be defined by the New Hampshire Retirement System or by Ordinance pertinent to the Board of Public Works Retirement System, as may be appropriate.

### Maximum Accruals:

Earned Time accumulation shall not exceed sixty (60) days and total Earned Time days and Sick Leave Pool days combined shall not exceed one hundred forty-four (144) days in the aggregate. Balance in excess of these accruals shall be lost.

### **Staffing Considerations:**

The parties expressly agree that all leave usage shall be effected in a manner consistent with the staffing and operational needs of the City so that services are efficiently provided to the Nashua Community. The parties agree to work cooperatively to achieve this goal. Abuse of the benefits conferred in these articles may be grounds for discipline.

# Article 42

Individualized Sick Leave Pools

### Generally:

The sick leave pool is intended to provide security by allowing each employee to provide for extended illness, or other disability of the employee, or for the care of a sick family member, consisting of the following: employee's spouse, children, brother, sister, parents, or grandparents. The term spouse shall include domestic partner. When acquiring Pool days, employees convert Earned Time days on a one to one and one half (1 to 1 1/2) Sick Pool days basis. The employee may pick a given number of Earned Time days to exchange for Sick Pool days. This conversion is

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 available annually in the employee's anniversary month. All Sick Pool conversion and usages is governed by this Article.

Sick Pool days are available for use only under the conditions listed below:

- 1. Use of Sick Pool days must begin on or after the fifth consecutive work day absence caused by illness, injury, or other disability certified in writing to the City by a physician.
- 2. The employee may continue using Sick Pool days until Sick Pool balance is zero at which point the employee may elect to use any remaining Earned Time.
- 3. Care of chronically ill relative or friend, or maternity/paternity leave, but only if the need for such leave is documented by a physician to the satisfaction of the City.
- 4. Doctor's reports may be required by the City at any time. Sick Pool leave may be denied by the City in the event that physician's certifications are not provided by the employee in accordance with this Article.

### Maximum Balances:

No employee's Sick Pool balance shall exceed forty (40) days. A balance of up to ninety (90) days may result from initial conversion by employees of the City so employed on the date of execution of this agreement. No additional Earned Time days may be added or converted to the Individualized Sick Pool Leave until balance of that account is below 38.5 days.

# **Retirement:**

Employees retiring from the City service shall be paid at their current straight time or salary rate for their Sick Pool balances, but shall not be paid therefore in the event of termination or resignation.

### Article 43

# Professional Affiliations/Licensing

The City shall bear the cost of all licenses and/or certifications required by various regulatory agencies [local, state and federal] to maintain the employees qualifications.

### Article 44

# Safety Committees

Two safety committees, each consisting of an equal number of union and management members, shall be formed to evaluate various safety issues and concerns. One safety committee shall consist of UAW Department of Public Works Employees and other UAW employees who perform

significant work outside of City offices. The other safety committee shall consist of UAW employees who primarily perform office work. The committees shall make recommendations for implementation. The City shall provide information to the committee as requested, and shall provide the necessary clerical and/or administrative assistance as needed.

### Article 45

# Union Business Leave

There shall be a total of twenty (20) days of unpaid Union Business Leave per fiscal year for each UAW unit, which may be used by employees for participating in Union activities. Requests for leave must be made by the individual to the supervisor, with the Union's approval, reasonably in advance of the use of the Union Business Leave to allow for appropriate coverage of operations. The City shall have the right to deny requests for Union Business Leave in the event granting such leave would result in an adverse impact on operations, however, such requests shall not be unreasonably denied.

### Article 46

# Working out of Classification

An alternate rate equal to twenty cents (\$0.20) per hour less than the current regular rate paid for the alternate position will be paid to bargaining unit employees that have been assigned to work in a classification higher than the employee's regular classification, provided that the employee has worked a minimum of eight (8) hours in any one (1) calendar day for an accumulated period of forty (40) hours within a twenty-four (24) month period. Once the employee meets the minimum requirements, then they shall remain eligible for the alternative rate indefinitely.

### Article 47

# Duration of Agreement

This Agreement between the Union and the City shall commence as of July 1, 2005, and terminate at midnight on June 30, 2009. A party desiring to negotiate a successor agreement hereto shall give notice to the other party at least 180 days in advance of the expiration date hereof, otherwise this agreement shall be renewed for a period of one year without change. If such notice is given, the parties shall negotiate a successor agreement in good faith, in advance of the expiration hereof if possible, and if said successor agreement has not been concluded by the expiration hereof, the parties shall abide by the terms and conditions hereof thereafter to the extent required by law.

of their duly authorized representatives,	s at Nashua, New Hampshire, as evidenced by set forth below, this day of
FOR THE CITY OF NASHUA	FOR UAW 2232, CLERICAL AND TECHNICAL UNIT
Bernard Streeter, Mayor	
NASHUA BOARD OF PUBLIC WO	RKS
Bernard Streeter, Chairman	
NASHUA BOARD OF FIRE COMM	USSIONERS
Chairman	
Approved as to form:	

5/23 be

# State of New Hampshire

PUBLIC EMPLOYEE LABOR RELATIONS BOARD

### CERTIFICATION OF REPRESENTATIVE AND ORDER TO NEGOTIATE

A representation proceeding having been conducted in the above matter by the Public Employee Labor Relations Board in accordance with RSA 273-A, Section 10 and the Rules and Regulations of the Board and it appearing that a negotiating representative has been selected.

Pursuant to the authority vested in the Board by the Public Employee Labor Relations Act, and after the conduct of a representation election, IT IS HEREBY CERTIFIED that the INTERNATIONAL UNION - UAW has been designated and selected by a majority of the employees of the above named Public Employer, in the unit described below, as their representative for the purpose of collective negotiations and the settlement of grievances.

UNIT: Clerical, Technical Employees, Property Coordinator and Customer Service Representative.

EXCLUDED: Deputy Voter Registrar, Assessors I, II, Engineer III PWD, Administrative, Professional, all Non-Clerical in Community Health, Environment Health, Community Services, Welfare, Custodians at District Court, Edgewood & Woodlawn Cemeteries, Public Library Secretary/Receptionist to the Mayor, Accountant II, Systems Application Analysts I, II, III and IV.

Further, IT IS ORDERED that the above named Public Employer shall negotiate collectively with the INTERNATIONAL UNION - UAW with an objective to reaching an agreement with the employee organization on terms and conditions of employment, and shall negotiate collectively with such employee organization in the determination, and administration of, grievances.

Signed this 17thday of June, 2002 Original signed May 2, 1991.

Chairman

Management Proposal (6/26/05) APPENDIX #D



# AUTHORIZATION FOR ASSIGNMENT AND CHECKOFF OF CONTRIBUTIONS TO UAW V-CAP

(Facsimile)

I hereby assign to UAW V-CAP, from any wages earned or to be earned by me as your employee, the sum of (check one)	1 by me as your employee, the sum of (check one) ☐ \$1.00 ☐ \$3.00 ☐ \$5.00 ☐ Other	
each and every month. I hereby authorize and direct you to deduct such amounts from my pay and to remit same to UAW V-CAP at such times and in such manner as may be agreed upon between you and the Union at any time while this authorization is in effect.  This authorization is voluntably made: I understand that the storing of this authorization and the making of payments of IAW V-CAP are not conditions of membership.	and every month. Thereby authorize and direct you to deduct such amounts from my pay and to remit same to UAW V-CAP at such times and in such manner as may eed upon between you and the Union at any time while this authorization is in effect.  This authorization is voluntative made it understand that the signific of this authorization and the making of payments of IAW V-CAP are not conditions of membership	<u></u> ≥ 5
In the Union or of employment with the Company, that I have the right to refuse to submit and contribute to UAW V-CAP without any reprisal, and the UAW V-CAP will use the money it receives to make political contributions and expenditures in connection with federal, state and local elections, that all UAW members may be eligible for V-CAP without any vertice rate of whether transfer a contribution to UAW V-CAP, and that monles contributed to UAW V-CAP constitute a voluntary contribution of the UAW W-CAP which the UAW W-CAP without a voluntary contribution of the UAW W-CAP without a voluntary contribution of the UAW without the UAW	It have the right to refuse to sign this authorization and contribute to UAW V-CAP without any reprisal, and the UAW contributions and expenditures in connection with federal, state and local elections, that all UAW members may be not make a contribution to UAW V-CAP, and that monles contributed to UAW V-CAP constitute a voluntary har Lacinon.	2 ≥ ⊈ ≥
sommoner to a joint rate-raising ener by the part of the second that the guidelines for contributions to UAW V-CAP set forth above are merely suggest suggest, and that the Union will not favor or disadvantage me based on the amount of my contributions or my decision that the Union will not favor or disadvantage me based on the amount of my contributions or gifts to UAW V-CAP are not deductible as charitable contributions for federal tax purposes.	from 2005.  Item 2005.  Item 2007.  Item 2007.  Item 10 UAW V-CAP set forth above are merely suggestions, that I can contribute more or less than the guidelines for me based on the amount of my contributions or my decision not to contribute.  Inclible as charitable contributions for federal tax purposes.	ep dis
Name (Print)	Soc. Security No.	
Address	Signature	
City State Zip	UAW V-CAP is an Independent political committee created by the UAW. This committee does not ask for or accept authorization from any candidate and no candidate is responsible for its activities.	'≅ 5
Local Plant Dept.	PUB, #C2000 - 7/96 - 20M	2

1	APPENDIX C
2	
3	[Grievance Form]

FY06 - July 1, 2. · (Current Grid)
Step

6         7         8         9         10         11           22,392         22,794         23,202         23,618         24,042         24,472           22,393         22,795         23,203         23,619         24,043         24,473           23,546         23,995         24,453         24,917         25,392         25,877           24,319         24,795         25,281         25,777         26,281         26,796           25,133         25,638         26,154         26,680         27,218         27,766           26,136         26,676         27,229         27,791         28,366         28,951           27,224         27,815         28,420         29,038         29,670         30,315           28,378         29,041         29,721         30,416         31,127         31,856           29,742         30,487         31,250         32,033         32,633         33,657           30,654         30,654         32,437         33,327         34,201	4         6         7         8         9         10         11         12           21,612         21,998         22,392         22,794         23,202         23,618         24,042         24,472         24,910           21,613         21,998         22,393         22,795         23,203         23,618         24,043         24,473         24,910           22,675         23,106         23,546         23,995         24,453         24,417         25,392         25,877         26,397         26,397         26,397         22,997         22,997         22,997         22,897         26,394         27,321         26,777         26,281         26,797         26,394         27,321         26,777         26,281         26,797         26,394         26,367         27,321         26,689         27,721         26,797         26,394         26,367         27,324         27,791         28,366         28,375         28,374         28,376         27,228         27,791         28,676         27,228         27,791         28,676         27,228         27,791         28,676         27,228         27,791         28,676         27,228         27,791         28,676         27,249         28,676         27,228         27,791	4         5         6         7         8         9         10         11         12         13           21,612         21,998         22,392         22,794         23,202         23,618         24,042         24,472         24,910         25,357           21,613         21,998         22,392         22,795         23,203         23,619         24,042         24,472         24,911         25,358           22,675         23,106         23,546         23,203         23,619         24,047         26,397         26,399         26,877           23,393         23,851         24,796         25,281         25,777         26,281         26,797         26,391         26,877           24,151         24,397         26,58         26,154         26,680         27,218         27,791         26,797         27,321         27,885           25,089         26,133         26,676         27,228         27,791         28,366         28,579         28,596         28,397         28,895         28,599         28,895         28,895         28,896         28,696         28,696         28,696         28,779         28,607         28,696         28,696         28,696         28,696         28,696	4         5         6         7         8         9         10         11         12         13         14           21,612         21,998         22,392         22,794         23,202         23,618         24,042         24,472         24,910         25,357         25,812           21,613         21,999         22,393         22,795         23,203         23,619         24,043         24,473         24,911         25,358         25,813           22,675         23,106         23,546         23,995         24,453         24,917         26,387         26,389         26,877         26,389         26,877         26,389         26,877         27,321         27,887         26,879         27,321         27,887         26,847         27,321         27,887         26,849         27,732         27,887         26,849         26,737         26,887         26,897         27,887         28,497         27,321         27,887         28,478         28,478         28,178         28,568         28,577         28,386         28,478         28,478         28,478         28,478         28,288         28,478         28,478         28,478         28,478         28,478         28,588         28,549         30,160	4         6         7         8         9         10         11         12         13         14         15           21,612         21,998         22,392         22,794         23,202         23,618         24,042         24,472         24,910         25,357         25,813         26,274           21,613         21,998         22,795         23,203         23,619         24,047         24,471         24,910         25,357         25,813         26,275           22,675         23,706         23,629         24,453         24,617         25,397         26,397         27,321         27,384         27,305           23,393         23,851         24,795         25,211         25,777         26,281         26,797         27,321         27,384         27,305           24,151         24,637         26,538         26,154         26,689         27,718         27,321         27,384         27,030           26,089         26,168         27,218         27,766         28,324         28,895         29,475         30,068           26,077         26,081         27,721         28,667         27,729         28,779         28,967         27,730         30,478         30,416	4         6         7         8         9         10         11         12         13         14         15         16         16         17         16         15         15         16         16         17         17         18         16         16         16         17         17         15         16         16         16         17         17         16         16         16         16         16         17         17         16         16         16         17         17         16         17         17         18         16	4         5         6         7         8         9         10         11         12         13         14         15         15         16         17           21,612         21,998         22,392         22,794         23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,746         27,224           21,613         22,392         22,794         23,602         23,618         24,042         24,473         24,911         25,358         25,812         26,746         27,224           22,675         23,106         23,646         23,995         24,453         24,917         25,386         25,813         26,273         26,736         27,324         27,394         27,394         27,395         27,395         27,396         27,226         27,226         27,721         26,397         26,387         26,387         26,887         27,384         27,394         27,395         28,478         27,228         27,791         28,366         28,577         28,395         28,376         28,478         28,493         28,478         28,493         28,478         28,493         28,478         28,493         28,478         28,493         28,478         28,478	4         5         6         7         8         9         10         11         12         13         14         15         16         17         18           21,612         21,998         22,392         22,394         23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,774         26,746         27,224         27,772           21,613         21,996         22,393         22,794         23,619         24,043         24,473         24,911         25,358         25,813         26,776         26,746         27,224         27,722         27,777           22,675         23,996         24,453         24,917         26,389         26,872         25,813         26,276         26,746         27,226         27,777           23,393         23,851         24,796         25,281         25,777         26,281         27,766         28,374         28,385         29,577         30,105         30,160         30,783         30,106         30,783         30,106         30,783         30,106         30,783         30,106         30,783         30,106         30,783         30,106         30,783         30,106         30,783         30,106         <	4         6         7         8         9         10         11         12         13         14         15         16         17         18         19           21,612         21,996         22,392         22,794         23,202         23,618         24,042         24,473         24,910         25,357         25,813         26,746         27,224         27,729         27,770         28,323           21,613         22,393         22,795         23,203         23,619         24,473         24,911         25,386         25,813         26,746         27,224         27,729         27,729         28,324           22,614         23,406         23,646         23,619         24,473         24,911         25,384         27,905         28,437         28,980         28,676         27,729         28,324         27,905         28,437         28,386         28,987         27,324         27,905         28,437         30,105         30,706         31,321           22,609         26,008         26,144         26,608         27,218         27,726         28,403         27,324         27,936         29,577         28,386         28,376         28,475         30,068         28,657         37,731	4         6         7         8         9         10         11         12         15         16         15         16         17         18         19         20           21,612         21,996         22,392         22,794         23,202         23,618         24,042         24,473         24,910         25,357         25,812         26,774         26,775         27,224         27,729         27,770         28,382         28,893         22,393         22,784         24,043         24,473         24,911         25,358         26,776         26,776         27,226         27,770         28,382         28,893         28,877         28,893         26,877         26,389         26,877         26,877         26,877         26,877         26,877         26,877         26,877         28,896         29,475         30,088         30,676         31,221         30,108         30,706         31,321         31,948           22,602         26,002         26,104         26,104         26,377         26,877         26,897         27,324         27,305         28,568         29,578         30,108         30,678         30,108         30,678         30,108         30,674         31,736         33,206         30,408	4         6         7         8         9         10         11         12         15         16         17         18         19         24,042         24,472         24,910         25,357         25,812         26,746         27,724         27,729         28,323         28,892         29,468           21,613         21,998         22,392         22,794         23,202         23,618         24,043         24,473         24,911         25,381         26,274         27,224         27,729         28,323         28,892         29,892         29,746         27,722         27,770         28,324         28,892         29,469           22,675         23,992         22,393         22,394         23,995         24,947         26,399         26,877         26,389         26,877         26,389         26,877         26,389         26,877         28,958         29,877         28,958         29,577         28,958         29,577         28,958         29,577         28,958         29,578         28,478         30,768         30,768         30,768         31,291         31,291         31,391         31,291         31,391         31,391         31,391         31,392         31,498         32,588         32,488         39
6         6         7         8         9         10         11           21,998         22,392         22,794         23,202         23,618         24,042         24,472           23,108         22,393         22,795         23,203         23,619         24,043         24,473           23,106         23,546         23,995         24,453         24,917         25,392         25,877           23,861         24,319         24,795         25,281         25,777         26,781         26,795           24,637         25,133         25,638         26,156         27,218         27,786         27,786           25,608         26,136         26,676         27,228         27,791         28,967         30,315           26,644         27,224         27,815         28,420         29,038         29,670         30,315           27,730         28,376         29,041         29,721         30,416         31,127         31,856           29,016         29,742         30,487         31,250         32,033         32,836         33,657           29,287         30,054         30,840         31,477         32,327         34,201	5         6         7         8         9         10         11         12           21,998         22,392         22,794         23,202         23,618         24,042         24,473         24,910           23,106         22,393         22,795         23,203         22,619         24,043         24,473         24,910           23,106         23,596         24,453         24,917         26,392         25,877         26,392           23,861         24,319         25,281         25,771         26,387         26,392           24,537         24,319         25,481         26,170         26,387         26,392           24,537         25,133         25,638         26,176         26,600         27,218         27,766         28,324           26,608         26,136         26,722         27,791         28,366         28,51         29,54           26,644         27,224         27,815         27,721         28,366         28,51         29,54           27,730         28,376         29,041         29,721         30,416         31,127         31,856         32,601           29,016         29,742         30,487         31,266         32,033         33	5         6         7         8         9         10         11         12         13           21,998         22,392         22,794         23,202         23,618         24,042         24,472         24,910         25,357           23,108         22,393         22,795         23,619         24,043         24,473         24,911         25,358           23,108         22,395         24,453         24,917         25,392         26,369         26,357           23,108         23,546         23,695         24,453         24,917         26,387         26,389         26,872           24,537         26,381         26,781         26,781         26,379         26,897         26,892         26,892           24,537         26,138         26,154         26,680         27,791         28,766         27,781         27,786         28,324         28,895           26,694         27,224         27,791         28,366         28,51         29,549         30,160           27,730         28,376         29,038         29,670         30,315         31,648         31,27         31,856         32,601         33,364           29,041         29,721         30,416 <td< td=""><td>6         7         8         9         10         11         12         13         14           21,998         22,392         22,794         23,202         23,618         24,042         24,473         24,910         25,356         25,812           23,109         22,393         22,795         23,203         23,619         24,043         24,473         24,911         25,356         25,813           23,106         23,595         24,453         24,917         26,369         26,872         27,384           23,106         23,595         24,453         24,917         26,369         26,872         27,384           24,637         24,139         24,795         26,281         26,797         26,389         26,872         27,384           24,637         25,133         26,636         27,777         26,891         27,321         27,887         28,452           25,608         26,136         27,228         27,791         28,966         28,951         28,954         30,160         30,783           26,608         27,228         27,791         28,966         28,954         30,160         30,484         30,416         31,127         31,856         32,601         33,364</td><td>5         6         7         8         9         10         11         12         13         14         15           21,998         22,392         22,794         23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,274           23,106         22,393         22,795         23,619         24,043         24,473         24,911         25,368         25,813         26,274           23,106         23,596         23,493         24,693         24,473         24,911         25,358         25,813         26,275           23,106         23,596         24,433         24,917         25,392         25,877         26,387         26,387         27,384         27,384           24,637         24,31         24,796         24,647         25,387         26,387         27,384         27,384           24,637         25,133         24,796         25,284         27,276         26,377         26,387         27,384         27,384           25,608         26,136         27,228         27,776         26,367         27,469         30,160         30,788         30,468           26,644         27,224         27,224         2</td><td>5         6         7         8         9         10         11         12         13         14         15         16         16         16         17         17         18         16         16         16         17         16</td><td>6         7         8         9         10         12         12         13         14         15         15         16         17         17         12         13         14         15         14         15         16         17         17         18         16         17         17         18         18         14         15         14</td><td>5         6         7         8         9         10         11         12         13         14         15         16         17         18           21,998         22,392         22,794         23,602         23,618         24,473         24,473         24,910         25,356         25,812         26,745         27,725         27,776           23,109         22,393         22,795         23,203         24,619         24,473         24,911         25,356         25,813         26,275         26,746         27,225         27,776           23,106         23,546         23,995         24,4453         24,917         26,389         26,877         26,384         26,777         26,389         26,787         26,784         27,384         27,384         27,386         28,437         28,989         29,475         30,105         30,786         30,778         28,588         28,989         29,475         30,068         30,674         31,291         31,986         28,984         28,989         29,475         30,068         30,768         31,986         29,578         30,068         30,768         31,986         32,732         33,386         25,887         28,989         29,475         30,068         30,748</td></td<> <td>5         6         7         8         9         10         11         12         13         14         15         16         17         18         19           21,998         22,392         22,792         23,618         24,042         24,472         24,910         25,357         26,781         26,746         27,724         27,779         28,323           23,199         22,393         22,795         23,619         24,473         24,473         24,911         25,356         25,813         26,746         27,726         27,770         28,324           23,106         23,546         23,995         24,463         24,473         24,911         25,356         25,813         26,746         27,726         27,770         28,324           23,106         23,546         23,995         24,463         24,473         24,917         26,387         26,387         26,384         27,384         27,905         28,437         28,989         28,975         30,668         30,674         31,291         31,315         31,329         32,586         32,586         32,586         32,586         32,586         32,586         32,586         32,586         32,586         32,586         32,586         32,386</td> <td>5         6         7         8         9         10         12         12         14         15         16         17         18         19         20.395           21,998         22,392         22,794         23,202         23,618         24,472         24,917         25,358         25,813         26,274         27,726         27,770         28,324         28,891           23,109         22,393         22,795         23,203         24,645         24,473         24,917         25,358         25,813         26,275         26,746         27,226         27,770         28,324         28,891           23,106         22,796         23,203         24,645         24,473         24,917         26,389         26,875         26,275         26,746         27,226         27,770         28,324         28,892           23,106         23,546         24,917         26,389         26,872         27,304         27,905         28,437         28,986         30,162         30,162         30,758         30,163         30,158         30,158         30,158         30,168         30,168         30,168         30,168         30,169         30,168         30,168         30,169         30,168         30,169</td> <td>5         6         7         8         9         10         11         12         13         14         15         16         17         18         19         19         10         11         12         15         16         17         18         19         20         24           21,998         22,392         22,794         23,202         23,618         24,473         24,971         25,358         25,813         26,775         26,746         27,770         28,324         28,832         28,839         29,468           23,106         22,393         22,795         23,605         24,443         24,473         24,971         25,384         25,813         26,275         26,746         27,270         28,324         28,989         29,475         26,746         27,770         28,324         28,989         29,475         26,787         26,787         26,787         26,787         26,787         26,787         26,787         26,787         27,384         27,986         28,787         26,787         27,384         27,986         28,787         28,988         28,988         28,788         28,788         28,788         28,788         28,788         28,788         28,788         28,788         28,788</td>	6         7         8         9         10         11         12         13         14           21,998         22,392         22,794         23,202         23,618         24,042         24,473         24,910         25,356         25,812           23,109         22,393         22,795         23,203         23,619         24,043         24,473         24,911         25,356         25,813           23,106         23,595         24,453         24,917         26,369         26,872         27,384           23,106         23,595         24,453         24,917         26,369         26,872         27,384           24,637         24,139         24,795         26,281         26,797         26,389         26,872         27,384           24,637         25,133         26,636         27,777         26,891         27,321         27,887         28,452           25,608         26,136         27,228         27,791         28,966         28,951         28,954         30,160         30,783           26,608         27,228         27,791         28,966         28,954         30,160         30,484         30,416         31,127         31,856         32,601         33,364	5         6         7         8         9         10         11         12         13         14         15           21,998         22,392         22,794         23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,274           23,106         22,393         22,795         23,619         24,043         24,473         24,911         25,368         25,813         26,274           23,106         23,596         23,493         24,693         24,473         24,911         25,358         25,813         26,275           23,106         23,596         24,433         24,917         25,392         25,877         26,387         26,387         27,384         27,384           24,637         24,31         24,796         24,647         25,387         26,387         27,384         27,384           24,637         25,133         24,796         25,284         27,276         26,377         26,387         27,384         27,384           25,608         26,136         27,228         27,776         26,367         27,469         30,160         30,788         30,468           26,644         27,224         27,224         2	5         6         7         8         9         10         11         12         13         14         15         16         16         16         17         17         18         16         16         16         17         16	6         7         8         9         10         12         12         13         14         15         15         16         17         17         12         13         14         15         14         15         16         17         17         18         16         17         17         18         18         14         15         14	5         6         7         8         9         10         11         12         13         14         15         16         17         18           21,998         22,392         22,794         23,602         23,618         24,473         24,473         24,910         25,356         25,812         26,745         27,725         27,776           23,109         22,393         22,795         23,203         24,619         24,473         24,911         25,356         25,813         26,275         26,746         27,225         27,776           23,106         23,546         23,995         24,4453         24,917         26,389         26,877         26,384         26,777         26,389         26,787         26,784         27,384         27,384         27,386         28,437         28,989         29,475         30,105         30,786         30,778         28,588         28,989         29,475         30,068         30,674         31,291         31,986         28,984         28,989         29,475         30,068         30,768         31,986         29,578         30,068         30,768         31,986         32,732         33,386         25,887         28,989         29,475         30,068         30,748	5         6         7         8         9         10         11         12         13         14         15         16         17         18         19           21,998         22,392         22,792         23,618         24,042         24,472         24,910         25,357         26,781         26,746         27,724         27,779         28,323           23,199         22,393         22,795         23,619         24,473         24,473         24,911         25,356         25,813         26,746         27,726         27,770         28,324           23,106         23,546         23,995         24,463         24,473         24,911         25,356         25,813         26,746         27,726         27,770         28,324           23,106         23,546         23,995         24,463         24,473         24,917         26,387         26,387         26,384         27,384         27,905         28,437         28,989         28,975         30,668         30,674         31,291         31,315         31,329         32,586         32,586         32,586         32,586         32,586         32,586         32,586         32,586         32,586         32,586         32,586         32,386	5         6         7         8         9         10         12         12         14         15         16         17         18         19         20.395           21,998         22,392         22,794         23,202         23,618         24,472         24,917         25,358         25,813         26,274         27,726         27,770         28,324         28,891           23,109         22,393         22,795         23,203         24,645         24,473         24,917         25,358         25,813         26,275         26,746         27,226         27,770         28,324         28,891           23,106         22,796         23,203         24,645         24,473         24,917         26,389         26,875         26,275         26,746         27,226         27,770         28,324         28,892           23,106         23,546         24,917         26,389         26,872         27,304         27,905         28,437         28,986         30,162         30,162         30,758         30,163         30,158         30,158         30,158         30,168         30,168         30,168         30,168         30,169         30,168         30,168         30,169         30,168         30,169	5         6         7         8         9         10         11         12         13         14         15         16         17         18         19         19         10         11         12         15         16         17         18         19         20         24           21,998         22,392         22,794         23,202         23,618         24,473         24,971         25,358         25,813         26,775         26,746         27,770         28,324         28,832         28,839         29,468           23,106         22,393         22,795         23,605         24,443         24,473         24,971         25,384         25,813         26,275         26,746         27,270         28,324         28,989         29,475         26,746         27,770         28,324         28,989         29,475         26,787         26,787         26,787         26,787         26,787         26,787         26,787         26,787         27,384         27,986         28,787         26,787         27,384         27,986         28,787         28,988         28,988         28,788         28,788         28,788         28,788         28,788         28,788         28,788         28,788         28,788
7         8         9         10         11           22,794         23,202         23,618         24,042         24,472           22,795         23,203         23,619         24,043         24,473           23,995         24,453         24,917         25,392         25,877           26,786         25,281         25,777         26,392         25,877           26,676         27,228         27,721         27,766           27,815         28,951         28,951           27,815         28,927         30,315           29,041         29,721         30,416         31,127         31,856           30,487         31,250         32,033         32,836         33,657           30,840         31,648         32,477         34,201	7         8         9         10         11         12           22,794         23,202         23,618         24,042         24,473         24,910           22,795         23,203         23,619         24,043         24,473         24,911           23,995         24,453         24,917         25,392         25,877         26,369           24,795         25,281         26,777         26,387         26,369           25,538         26,154         26,680         27,218         27,766         28,324           26,676         27,228         27,791         28,366         28,951         29,549           27,815         28,420         29,038         29,670         30,975         29,649           29,041         29,721         30,416         31,127         31,856         32,601           30,487         31,250         32,033         32,836         33,657         34,501           30,840         31,648         32,477         33,27         34,201         35,095	7         8         9         10         11         12         13           22,794         23,202         23,618         24,042         24,472         24,911         25,357           22,795         23,203         23,619         24,043         24,473         24,911         25,358           23,995         24,453         24,917         25,392         25,877         26,369         26,872           25,638         26,154         26,281         27,781         27,787         27,321         27,88           26,676         27,228         27,791         28,366         28,951         29,549         30,160           27,815         28,420         29,038         29,670         30,315         30,468         30,671         33,364           29,041         29,721         30,416         31,127         31,856         32,601         33,364           30,487         31,250         32,033         32,836         33,657         34,501         35,365	7         8         9         10         11         12         13         14           22,794         23,612         24,042         24,472         24,910         25,357         25,812           22,795         23,203         23,619         24,043         24,473         24,911         25,358         25,813           23,995         24,463         24,043         24,473         24,911         25,358         25,813           24,795         25,281         25,877         26,369         26,872         27,384           24,795         25,281         25,777         26,781         27,321         27,857         28,932           25,638         26,154         26,680         27,218         27,766         28,324         28,895         29,475           26,676         27,228         27,791         28,366         28,951         30,160         30,783           27,815         28,420         29,679         29,670         30,315         30,975         31,648         32,334           29,041         29,721         30,487         31,127         31,856         32,601         33,365         34,144           30,487         31,548         32,477         34,201	22,794         23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,274           22,795         23,203         23,619         24,043         24,473         24,911         25,356         25,813         26,274           23,995         24,463         24,473         24,911         25,356         25,813         26,275           24,795         25,281         25,877         26,369         26,872         27,384         27,306           25,538         25,281         25,877         26,324         28,895         29,475         30,688           25,538         26,154         26,680         27,218         27,766         28,324         28,895         29,475         30,688           26,676         27,228         27,791         28,966         28,951         29,549         30,160         30,783         31,419           27,815         28,420         29,038         29,670         30,315         30,975         31,444         34,942           29,041         29,721         30,418         31,127         31,856         32,601         33,657         34,144         34,942           30,848         31,260         32,033         32,3	22,794         23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,274         26,745           22,795         23,203         23,619         24,042         24,473         24,911         25,358         25,812         26,275         26,746           23,995         24,445         24,473         24,911         25,358         25,813         26,275         26,746           24,795         25,281         26,872         27,384         27,905         26,746           24,795         26,877         26,897         26,877         26,897         27,384         27,905         28,437           26,676         27,771         26,891         27,785         28,324         28,895         29,475         30,088         30,674           26,676         27,228         27,718         27,766         28,324         28,895         29,475         30,088         30,678           27,815         28,420         29,038         29,670         30,315         30,975         31,444         34,942         37,768           29,041         29,721         30,336         38,651         33,657         34,501         35,365         34,144         34,942 <td< td=""><td>22,794         23,202         23,618         24,042         24,472         24,910         25,358         25,812         26,274         26,745         27,224           22,795         23,203         23,619         24,042         24,473         24,911         25,358         25,813         26,274         26,746         27,224           23,995         24,453         24,473         24,911         25,358         25,813         26,275         26,746         27,225           24,795         24,453         24,473         24,911         25,358         25,813         26,275         26,746         27,225           24,796         24,453         24,473         24,911         25,358         25,813         26,276         27,224           25,638         24,477         26,369         26,872         27,384         27,905         28,437         28,980           25,638         26,170         26,786         27,781         27,781         27,781         27,781         27,781         28,435         29,587         30,106         30,783         31,419         32,068         32,732           25,638         27,218         27,791         28,951         29,541         30,169         30,783         31,419</td><td>22,794         23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,745         26,745         27,224         27,759           22,795         23,603         23,619         24,473         24,473         24,911         25,358         25,813         26,275         26,746         27,225         27,776           23,995         24,463         24,917         26,387         26,813         26,275         26,746         27,225         27,776           24,795         25,281         26,877         26,887         26,887         26,887         28,895         29,475         30,088         30,105         30,776           26,678         26,184         26,787         26,887         28,895         29,475         30,088         30,674         31,291         31,986           26,676         27,288         26,187         26,387         28,895         29,475         30,088         30,674         31,291         31,986           26,676         27,288         26,188         26,548         26,548         29,475         30,088         30,674         31,291         31,986           26,676         27,288         26,188         26,394         30,188</td><td>22,794         23,202         23,618         24,042         24,472         24,910         25,356         25,812         26,745         27,224         27,724         27,729         27,729         27,224         27,224         27,724         27,729         28,323           22,795         23,203         23,619         24,473         24,911         25,356         25,813         26,275         26,746         27,224         27,729         28,324           23,995         24,463         24,917         26,369         26,872         27,384         27,986         27,276         27,770         28,324           24,795         24,463         24,917         26,369         26,872         27,384         27,986         27,276         27,770         28,324           24,796         24,473         24,911         25,386         26,872         26,776         27,784         27,786         28,324           25,538         26,184         26,787         26,386         26,875         27,384         27,986         29,687         30,688         30,674         31,291         31,318         32,586           26,676         27,284         27,984         28,985         29,475         30,068         30,674         31,394</td><td>22,794         23,202         23,618         24,472         24,917         25,357         25,812         26,274         26,745         27,224         27,769         28,329         28,891           22,795         23,619         24,473         24,917         24,917         24,917         25,358         25,813         26,274         27,724         27,770         28,324         28,891           22,795         23,619         24,043         24,473         24,911         25,358         25,813         26,275         26,746         27,225         27,770         28,324         28,892           23,995         24,453         24,917         26,369         26,872         27,384         27,905         28,437         28,986         30,162         30,105         30,163         30,753         31,418         30,753         31,418         32,668         30,162         30,753         31,419         32,068         30,166         30,166         30,166         30,168         30,166         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         <t< td=""><td>22,794         23,502         23,618         24,445         26,245         26,247         26,746         27,224         27,776         28,323         28,891         29,468           22,795         23,618         24,445         24,472         24,917         25,356         25,813         26,274         26,746         27,224         27,776         28,324         28,892         29,468           22,795         23,619         24,443         24,947         26,368         26,813         26,275         26,746         27,226         27,776         28,324         28,892         29,468           23,995         24,463         24,947         26,369         26,887         27,384         27,905         28,437         28,986         29,587         28,787         28,786         28,324         28,988         29,587         28,388         28,588         28,888         28,888         28,588         28,888         28,588         28,888         28,588         28,888         28,788         28,888         28,788         28,888         28,488         28,788         28,788         28,888         28,488         28,788         28,788         28,788         28,788         28,488         28,488         28,788         28,788         28,488         <t< td=""></t<></td></t<></td></td<>	22,794         23,202         23,618         24,042         24,472         24,910         25,358         25,812         26,274         26,745         27,224           22,795         23,203         23,619         24,042         24,473         24,911         25,358         25,813         26,274         26,746         27,224           23,995         24,453         24,473         24,911         25,358         25,813         26,275         26,746         27,225           24,795         24,453         24,473         24,911         25,358         25,813         26,275         26,746         27,225           24,796         24,453         24,473         24,911         25,358         25,813         26,276         27,224           25,638         24,477         26,369         26,872         27,384         27,905         28,437         28,980           25,638         26,170         26,786         27,781         27,781         27,781         27,781         27,781         28,435         29,587         30,106         30,783         31,419         32,068         32,732           25,638         27,218         27,791         28,951         29,541         30,169         30,783         31,419	22,794         23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,745         26,745         27,224         27,759           22,795         23,603         23,619         24,473         24,473         24,911         25,358         25,813         26,275         26,746         27,225         27,776           23,995         24,463         24,917         26,387         26,813         26,275         26,746         27,225         27,776           24,795         25,281         26,877         26,887         26,887         26,887         28,895         29,475         30,088         30,105         30,776           26,678         26,184         26,787         26,887         28,895         29,475         30,088         30,674         31,291         31,986           26,676         27,288         26,187         26,387         28,895         29,475         30,088         30,674         31,291         31,986           26,676         27,288         26,188         26,548         26,548         29,475         30,088         30,674         31,291         31,986           26,676         27,288         26,188         26,394         30,188	22,794         23,202         23,618         24,042         24,472         24,910         25,356         25,812         26,745         27,224         27,724         27,729         27,729         27,224         27,224         27,724         27,729         28,323           22,795         23,203         23,619         24,473         24,911         25,356         25,813         26,275         26,746         27,224         27,729         28,324           23,995         24,463         24,917         26,369         26,872         27,384         27,986         27,276         27,770         28,324           24,795         24,463         24,917         26,369         26,872         27,384         27,986         27,276         27,770         28,324           24,796         24,473         24,911         25,386         26,872         26,776         27,784         27,786         28,324           25,538         26,184         26,787         26,386         26,875         27,384         27,986         29,687         30,688         30,674         31,291         31,318         32,586           26,676         27,284         27,984         28,985         29,475         30,068         30,674         31,394	22,794         23,202         23,618         24,472         24,917         25,357         25,812         26,274         26,745         27,224         27,769         28,329         28,891           22,795         23,619         24,473         24,917         24,917         24,917         25,358         25,813         26,274         27,724         27,770         28,324         28,891           22,795         23,619         24,043         24,473         24,911         25,358         25,813         26,275         26,746         27,225         27,770         28,324         28,892           23,995         24,453         24,917         26,369         26,872         27,384         27,905         28,437         28,986         30,162         30,105         30,163         30,753         31,418         30,753         31,418         32,668         30,162         30,753         31,419         32,068         30,166         30,166         30,166         30,168         30,166         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168         30,168 <t< td=""><td>22,794         23,502         23,618         24,445         26,245         26,247         26,746         27,224         27,776         28,323         28,891         29,468           22,795         23,618         24,445         24,472         24,917         25,356         25,813         26,274         26,746         27,224         27,776         28,324         28,892         29,468           22,795         23,619         24,443         24,947         26,368         26,813         26,275         26,746         27,226         27,776         28,324         28,892         29,468           23,995         24,463         24,947         26,369         26,887         27,384         27,905         28,437         28,986         29,587         28,787         28,786         28,324         28,988         29,587         28,388         28,588         28,888         28,888         28,588         28,888         28,588         28,888         28,588         28,888         28,788         28,888         28,788         28,888         28,488         28,788         28,788         28,888         28,488         28,788         28,788         28,788         28,788         28,488         28,488         28,788         28,788         28,488         <t< td=""></t<></td></t<>	22,794         23,502         23,618         24,445         26,245         26,247         26,746         27,224         27,776         28,323         28,891         29,468           22,795         23,618         24,445         24,472         24,917         25,356         25,813         26,274         26,746         27,224         27,776         28,324         28,892         29,468           22,795         23,619         24,443         24,947         26,368         26,813         26,275         26,746         27,226         27,776         28,324         28,892         29,468           23,995         24,463         24,947         26,369         26,887         27,384         27,905         28,437         28,986         29,587         28,787         28,786         28,324         28,988         29,587         28,388         28,588         28,888         28,888         28,588         28,888         28,588         28,888         28,588         28,888         28,788         28,888         28,788         28,888         28,488         28,788         28,788         28,888         28,488         28,788         28,788         28,788         28,788         28,488         28,488         28,788         28,788         28,488 <t< td=""></t<>
8         9         10         11           23,202         23,618         24,042         24,472           23,203         23,619         24,473         24,473           24,453         24,947         25,392         25,877           25,281         26,777         26,387         26,587           26,154         26,680         27,218         27,766           27,228         27,791         28,366         28,951           28,420         29,038         29,670         30,315           29,721         30,416         31,127         31,856           31,250         32,033         32,836         33,657           31,648         32,477         33,227         34,201	8         9         10         11         12           23,202         23,618         24,042         24,473         24,910           23,203         23,619         24,043         24,473         24,910           24,453         24,917         26,392         25,877         26,361           25,281         25,777         26,877         26,362           26,154         26,680         27,218         27,766         28,324           27,228         27,791         28,366         28,561         29,549           28,420         29,038         29,670         30,315         30,975           29,721         30,416         31,127         31,856         32,601           31,250         32,033         32,836         33,657         34,501           31,648         32,477         33,327         34,201         35,095	8         9         10         11         12         13           23,202         23,618         24,042         24,472         24,910         25,357           23,203         23,619         24,043         24,473         24,911         25,358           24,453         24,917         25,357         26,369         26,877           25,281         25,377         26,281         27,766         28,324         28,88           26,174         26,680         27,766         28,324         28,88           27,228         27,791         28,366         28,951         29,549         30,160           28,420         29,038         29,670         30,315         30,975         31,648           29,721         30,416         31,127         31,856         32,601         33,364           31,250         32,033         32,836         33,657         34,501         35,365           31,648         32,477         33,327         34,201         35,095         36,014	8         9         10         11         12         13         14           23,202         23,618         24,042         24,472         24,910         25,357         25,812           24,453         25,619         24,043         24,473         24,911         25,358         25,813           24,453         24,917         26,387         26,813         27,384         27,384           25,281         26,781         26,387         27,384         27,384         27,384           26,174         26,281         26,787         26,387         27,384         28,895         29,475           27,228         27,791         28,366         28,951         29,549         30,160         30,783           28,420         29,038         29,670         30,315         30,975         31,648         32,337           29,721         30,416         31,127         31,856         32,601         33,364         34,144           31,250         32,037         34,501         35,365         36,016         36,957	23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,274           23,203         23,619         24,042         24,473         24,910         25,357         25,813         26,274           24,453         24,473         24,911         25,358         25,813         26,274           24,453         24,971         26,396         26,872         27,384         27,394           25,281         25,877         26,397         26,397         26,397         27,384         27,394           26,174         26,281         26,797         27,324         27,887         28,496         27,384           26,174         26,281         27,766         28,324         28,895         29,475         30,068           27,218         27,791         28,366         28,951         29,549         30,160         30,763         31,419           28,420         29,038         29,670         30,315         30,975         31,444         34,942           29,721         30,416         31,127         31,856         32,601         33,364         34,144         34,942           31,561         32,033         32,836         34,501         35,365 <td>23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,274         26,745           23,203         23,619         24,042         24,473         24,911         25,358         25,812         26,275         26,745           24,453         24,947         24,911         25,358         25,813         26,275         26,746           24,453         24,947         24,911         25,358         25,813         26,275         26,746           25,281         25,877         26,387         26,872         27,384         27,305         28,437           26,154         26,781         26,895         26,872         27,384         27,905         28,437           26,164         26,771         26,281         26,895         26,875         27,384         27,905         28,437           26,164         27,218         27,766         28,324         28,895         29,475         30,088         30,676           27,228         27,791         28,366         28,951         29,549         30,169         30,783         31,419         32,068           29,728         27,791         28,366         28,951         30,975         31,444         34,9</td> <td>23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,274         26,745         27,224           23,203         23,619         24,047         24,910         25,358         25,812         26,275         26,746         27,224           24,453         24,473         24,911         25,358         25,813         26,275         26,746         27,224           24,453         26,392         25,877         26,389         26,872         27,384         27,905         28,437         28,980           25,281         26,680         26,877         26,389         26,872         27,384         27,905         28,437         28,980           26,154         26,771         26,281         26,872         27,384         27,905         28,980         20,505           26,154         26,186         26,872         27,887         27,905         28,986         30,105           26,154         26,186         26,187         26,889         29,475         30,068         30,674         31,294           27,228         27,791         28,366         28,561         29,549         30,168         30,678         31,499         32,668         37,738</td> <td>23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,774         26,745         27,224         27,759           23,203         23,619         24,043         24,473         24,911         25,356         25,813         26,274         26,746         27,224         27,759           24,453         24,947         24,911         25,356         25,813         26,275         26,746         27,226         27,776           25,281         26,817         26,387         26,384         27,384         27,384         27,384         27,384         27,384         27,386         28,437         28,980         29,557           26,154         26,281         26,781         26,275         26,437         28,895         29,475         30,068         30,674         31,291         31,918           27,218         27,786         28,324         28,895         29,475         30,068         30,674         31,291         31,918           27,228         27,791         28,366         28,951         28,956         29,475         30,068         30,674         31,291         31,986           28,428         27,91         28,966         28,954         30,160</td> <td>23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,746         27,724         27,729         27,770         28,323           23,203         23,618         24,043         24,472         24,911         25,368         26,813         26,274         26,746         27,224         27,770         28,323           24,453         24,941         25,368         26,813         26,274         26,746         27,224         27,770         28,324           24,453         24,917         26,369         26,872         27,384         27,905         28,437         28,980         28,324           25,284         26,687         27,384         27,905         28,437         28,986         30,160           26,746         27,771         26,887         26,889         26,889         29,475         30,068         30,674         31,98         32,556           27,228         27,791         28,366         28,324         28,895         29,475         30,068         30,674         31,98         32,556           27,228         27,791         28,366         28,324         28,895         29,475         30,068         30,674         31,918         32,336</td> <td>23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,774         26,746         27,724         27,724         27,729         28,324         28,891           23,203         23,619         24,043         24,911         25,368         25,817         26,746         27,725         27,770         28,324         28,891           24,453         24,943         24,911         25,368         25,817         26,275         26,746         27,225         27,770         28,324         28,891           25,281         26,392         26,887         26,889         26,872         26,275         26,746         27,225         27,770         28,324         28,892           26,154         26,392         26,887         26,889         26,877         26,366         26,476         27,225         27,770         28,324         28,892           26,154         26,392         26,887         26,887         26,886         26,476         27,225         27,770         28,324         28,892           26,154         26,886         26,887         26,887         26,888         26,476         27,225         27,770         28,324         28,892           27,228</td> <td>23,202         23,618         24,042         24,472         24,910         25,356         25,812         26,274         26,724         27,225         27,776         28,323         28,891         29,468           23,203         23,618         24,043         24,473         25,356         25,812         26,774         26,725         27,770         28,324         28,892         29,469           24,453         24,473         24,911         25,356         25,813         26,275         26,746         27,225         27,770         28,324         28,892         29,469           24,453         24,917         25,386         26,813         26,275         26,746         27,225         27,770         28,324         28,892         28,892         28,892         28,892         28,895         29,475         30,088         30,160         30,753         31,386         32,732         31,386         32,586         32,332         31,386         32,489         32,326         33,286         32,489         32,326         33,286         33,286         32,489         32,326         33,286         33,286         34,439         32,386         34,698         33,489         33,498         34,698         33,489         33,489         34,698         <t< td=""></t<></td>	23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,274         26,745           23,203         23,619         24,042         24,473         24,911         25,358         25,812         26,275         26,745           24,453         24,947         24,911         25,358         25,813         26,275         26,746           24,453         24,947         24,911         25,358         25,813         26,275         26,746           25,281         25,877         26,387         26,872         27,384         27,305         28,437           26,154         26,781         26,895         26,872         27,384         27,905         28,437           26,164         26,771         26,281         26,895         26,875         27,384         27,905         28,437           26,164         27,218         27,766         28,324         28,895         29,475         30,088         30,676           27,228         27,791         28,366         28,951         29,549         30,169         30,783         31,419         32,068           29,728         27,791         28,366         28,951         30,975         31,444         34,9	23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,274         26,745         27,224           23,203         23,619         24,047         24,910         25,358         25,812         26,275         26,746         27,224           24,453         24,473         24,911         25,358         25,813         26,275         26,746         27,224           24,453         26,392         25,877         26,389         26,872         27,384         27,905         28,437         28,980           25,281         26,680         26,877         26,389         26,872         27,384         27,905         28,437         28,980           26,154         26,771         26,281         26,872         27,384         27,905         28,980         20,505           26,154         26,186         26,872         27,887         27,905         28,986         30,105           26,154         26,186         26,187         26,889         29,475         30,068         30,674         31,294           27,228         27,791         28,366         28,561         29,549         30,168         30,678         31,499         32,668         37,738	23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,774         26,745         27,224         27,759           23,203         23,619         24,043         24,473         24,911         25,356         25,813         26,274         26,746         27,224         27,759           24,453         24,947         24,911         25,356         25,813         26,275         26,746         27,226         27,776           25,281         26,817         26,387         26,384         27,384         27,384         27,384         27,384         27,384         27,386         28,437         28,980         29,557           26,154         26,281         26,781         26,275         26,437         28,895         29,475         30,068         30,674         31,291         31,918           27,218         27,786         28,324         28,895         29,475         30,068         30,674         31,291         31,918           27,228         27,791         28,366         28,951         28,956         29,475         30,068         30,674         31,291         31,986           28,428         27,91         28,966         28,954         30,160	23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,746         27,724         27,729         27,770         28,323           23,203         23,618         24,043         24,472         24,911         25,368         26,813         26,274         26,746         27,224         27,770         28,323           24,453         24,941         25,368         26,813         26,274         26,746         27,224         27,770         28,324           24,453         24,917         26,369         26,872         27,384         27,905         28,437         28,980         28,324           25,284         26,687         27,384         27,905         28,437         28,986         30,160           26,746         27,771         26,887         26,889         26,889         29,475         30,068         30,674         31,98         32,556           27,228         27,791         28,366         28,324         28,895         29,475         30,068         30,674         31,98         32,556           27,228         27,791         28,366         28,324         28,895         29,475         30,068         30,674         31,918         32,336	23,202         23,618         24,042         24,472         24,910         25,357         25,812         26,774         26,746         27,724         27,724         27,729         28,324         28,891           23,203         23,619         24,043         24,911         25,368         25,817         26,746         27,725         27,770         28,324         28,891           24,453         24,943         24,911         25,368         25,817         26,275         26,746         27,225         27,770         28,324         28,891           25,281         26,392         26,887         26,889         26,872         26,275         26,746         27,225         27,770         28,324         28,892           26,154         26,392         26,887         26,889         26,877         26,366         26,476         27,225         27,770         28,324         28,892           26,154         26,392         26,887         26,887         26,886         26,476         27,225         27,770         28,324         28,892           26,154         26,886         26,887         26,887         26,888         26,476         27,225         27,770         28,324         28,892           27,228	23,202         23,618         24,042         24,472         24,910         25,356         25,812         26,274         26,724         27,225         27,776         28,323         28,891         29,468           23,203         23,618         24,043         24,473         25,356         25,812         26,774         26,725         27,770         28,324         28,892         29,469           24,453         24,473         24,911         25,356         25,813         26,275         26,746         27,225         27,770         28,324         28,892         29,469           24,453         24,917         25,386         26,813         26,275         26,746         27,225         27,770         28,324         28,892         28,892         28,892         28,892         28,895         29,475         30,088         30,160         30,753         31,386         32,732         31,386         32,586         32,332         31,386         32,489         32,326         33,286         32,489         32,326         33,286         33,286         32,489         32,326         33,286         33,286         34,439         32,386         34,698         33,489         33,498         34,698         33,489         33,489         34,698 <t< td=""></t<>
8         9         10         11           202         23,618         24,042         24,472           203         23,619         24,643         24,473           453         24,917         25,392         25,877           28         27,777         26,381         27,766           28         27,218         27,766           28         27,218         27,766           28         27,218         27,766           28         27,218         27,766           420         29,038         29,670         30,315           721         30,416         31,127         31,856           250         32,033         32,836         33,657           648         32,477         33,327         34,201	8         10         11         12           202         23,618         24,042         24,472         24,910           203         23,619         24,043         24,473         24,910           453         24,947         24,911         25,877         26,369           284         25,392         25,877         26,369           284         27,718         27,766         28,324           286         27,218         27,766         28,324           286         27,218         27,766         28,324           287         26,567         20,534         20,579           287         26,267         30,315         30,975           77         30,416         31,127         31,856         32,601           256         32,033         32,836         33,657         34,501           648         32,477         33,327         34,201         35,095	8         9         10         11         12         13           202         23,618         24,042         24,472         24,910         25,357           203         23,619         24,043         24,911         25,358           453         24,947         24,911         25,358           284,917         25,392         25,877         26,369         26,872           281         25,777         26,281         27,281         27,265         28,324         28,895           282         27,791         28,366         28,951         29,549         30,160         30,160           420         29,038         29,670         30,315         30,975         31,648           721         30,416         31,127         31,856         32,601         33,364           250         32,033         32,836         33,657         34,501         35,365           48         32,477         33,277         34,201         35,095         36,014	8         9         10         11         12         13         14           202         23,618         24,042         24,472         24,910         25,357         25,812           203         23,619         24,043         24,473         24,911         25,358         25,813           453         24,917         26,387         26,367         27,887         27,384           281         25,877         26,369         27,384         27,384           281         26,777         26,281         27,321         27,857         28,453           282         27,771         26,281         27,766         28,924         28,895         29,475           282         27,791         28,966         28,954         30,160         30,783           420         29,038         29,670         30,367         31,648         32,337           271         30,416         31,127         31,856         32,601         33,365         34,144           250         32,033         32,836         34,201         36,965         36,014         36,967	8         9         10         11         12         13         14         15           202         23,618         24,042         24,472         24,910         25,357         25,812         26,274           203         23,619         24,043         24,473         24,911         25,356         25,813         26,274           453         24,917         25,356         25,813         26,274           284         25,827         26,369         26,872         27,384         27,306           281         25,877         26,324         27,384         27,306         28,958         29,475         30,688           282         27,776         28,951         28,324         28,895         29,475         30,688         30,160         30,783         31,419           420         29,038         29,670         30,315         30,975         31,648         32,337         33,041           721         30,416         31,127         31,856         32,601         33,364         34,144         34,942           250         32,033         32,836         33,657         34,501         35,365         37,158           48         32,477         33,327         34	202         23,618         24,042         24,472         24,910         25,357         25,812         26,274         26,745           203         23,619         24,042         24,472         24,910         25,357         25,812         26,274         26,745           453         24,913         25,358         25,813         26,275         26,746           453         24,917         26,368         26,872         27,384         27,295         26,746           281         25,377         26,392         26,872         27,384         27,905         28,437           282         26,807         27,218         27,766         28,324         28,895         29,475         30,088         30,674           282         27,791         28,951         29,549         30,160         30,783         31,419         32,068           420         28,036         28,324         28,895         29,475         30,088         30,678           29,038         29,670         30,315         30,975         31,444         34,942         37,768           250         32,033         32,836         34,501         35,365         34,144         34,942         36,08           250	202         23,618         24,042         24,472         24,910         25,357         25,812         26,274         26,746         27,224           203         23,619         24,043         24,473         24,911         25,388         25,812         26,275         26,746         27,224           453         24,047         24,911         25,386         25,813         26,275         26,746         27,224           284         27,322         25,877         26,369         26,872         27,384         27,305         28,437         28,980           284         25,777         26,281         27,786         28,875         28,443         29,475         30,086         30,674         31,291           285         27,771         26,286         28,951         28,324         28,885         29,475         30,086         30,676         31,291           286         27,218         27,766         28,324         28,885         29,475         30,086         30,678         31,499           287         29,038         29,670         30,315         30,975         31,444         34,942         35,760         36,594           289         32,033         32,836         34,601         35	202         23,618         24,042         24,472         24,910         25,356         25,812         26,274         26,745         27,224         27,769           203         23,619         24,042         24,473         24,911         25,356         25,812         26,275         26,746         27,225         27,776           453         24,914         25,356         25,813         26,275         26,746         27,225         27,776           243         24,917         25,356         25,813         26,275         26,746         27,225         27,776           281         25,377         26,887         26,887         26,875         26,843         28,980         29,557           282         27,771         26,881         26,787         28,985         29,475         30,068         30,674         31,291         31,986           282         27,791         28,895         29,475         30,068         30,674         31,291         31,986           282         27,791         28,896         28,945         30,068         30,674         31,291         31,986           283         29,671         28,896         29,475         30,068         30,743         31,986	202         23,618         24,042         24,472         24,910         25,357         25,812         26,274         25,745         27,224         27,729         27,779         28,323           203         23,619         24,473         24,911         25,356         25,813         26,274         25,746         27,724         27,779         28,323           453         24,914         25,356         25,813         26,274         26,746         27,224         27,770         28,324           283         24,917         25,356         25,813         26,274         26,746         27,726         27,770         28,324           284         25,397         26,397         26,384         26,843         26,843         26,843         26,843         26,843         26,843         26,843         26,843         26,843         27,868         26,843         26,843         28,856         30,668         30,674         31,291         31,318         32,555           282         27,218         27,766         28,856         29,475         30,068         30,674         31,291         31,318         32,555           282         27,218         27,766         28,954         30,160         30,783         31,419 <td>20         23,618         24,042         24,472         24,910         25,357         25,812         26,274         26,745         27,224         27,724         27,724         27,724         28,324         28,891           203         23,619         24,042         24,911         25,357         25,812         26,274         26,746         27,225         27,770         28,324         28,891           453         24,917         25,368         26,812         26,275         26,746         27,225         27,770         28,324         28,891           24,917         26,369         26,872         27,324         27,205         27,770         28,324         28,892           24,917         26,369         26,872         27,324         27,205         27,770         28,324         28,893           26,777         26,392         26,872         26,873         26,374         26,374         26,766         27,225         27,770         28,324         28,893           26,777         26,883         26,875         26,875         26,475         26,476         27,225         27,770         28,324         28,893           26,777         26,883         26,883         28,895         29,475         30,0</td> <td>202         23,618         24,042         24,472         24,472         24,910         25,358         25,812         26,774         26,745         27,224         27,776         28,323         28,891         29,468           203         23,618         24,043         24,473         24,911         25,358         25,813         26,275         26,746         27,224         27,770         28,324         28,892         29,469           453         24,914         25,358         25,813         26,275         26,746         27,225         27,770         28,324         29,469           284         24,917         26,369         26,872         27,384         27,905         28,437         28,936         29,469</td>	20         23,618         24,042         24,472         24,910         25,357         25,812         26,274         26,745         27,224         27,724         27,724         27,724         28,324         28,891           203         23,619         24,042         24,911         25,357         25,812         26,274         26,746         27,225         27,770         28,324         28,891           453         24,917         25,368         26,812         26,275         26,746         27,225         27,770         28,324         28,891           24,917         26,369         26,872         27,324         27,205         27,770         28,324         28,892           24,917         26,369         26,872         27,324         27,205         27,770         28,324         28,893           26,777         26,392         26,872         26,873         26,374         26,374         26,766         27,225         27,770         28,324         28,893           26,777         26,883         26,875         26,875         26,475         26,476         27,225         27,770         28,324         28,893           26,777         26,883         26,883         28,895         29,475         30,0	202         23,618         24,042         24,472         24,472         24,910         25,358         25,812         26,774         26,745         27,224         27,776         28,323         28,891         29,468           203         23,618         24,043         24,473         24,911         25,358         25,813         26,275         26,746         27,224         27,770         28,324         28,892         29,469           453         24,914         25,358         25,813         26,275         26,746         27,225         27,770         28,324         29,469           284         24,917         26,369         26,872         27,384         27,905         28,437         28,936         29,469
24,042 24,472 24,043 24,473 25,392 25,877 27,218 27,766 28,957 29,067 31,856 32,836 33,657 33,327 34,201	24,042         24,472         24,910           24,043         24,473         24,911           25,392         25,877         26,361           26,28         25,877         26,362           26,28         27,766         28,324           27,218         27,766         28,324           29,670         30,315         30,975           31,127         31,856         32,601           32,836         33,657         34,501           32,836         34,201         35,095	24,042         24,472         24,910         25,357           24,043         24,473         24,911         25,358           25,392         25,877         26,369         26,872           26,281         26,872         26,872         26,872           26,281         27,269         27,321         27,885           27,218         27,766         28,324         28,895           29,570         30,975         31,648           31,127         31,856         32,601         33,364           32,836         33,657         34,501         35,365           32,836         34,201         35,095         36,014	24,042         24,472         24,910         25,357         25,812           24,043         24,473         24,910         25,357         25,812           24,043         24,473         24,911         25,358         25,813           25,392         25,877         26,369         26,872         27,384           26,281         26,372         27,885         28,403           26,281         26,797         27,321         27,886         28,403           27,218         27,766         28,324         28,886         29,475           29,567         30,315         30,975         31,648         32,337           31,127         31,856         32,601         33,364         34,144           32,836         33,657         34,501         35,365         36,250           33,327         34,201         35,095         36,014         36,957	10         11         12         13         14         15           24,042         24,472         24,910         25,357         25,812         26,274           24,043         24,473         24,911         25,358         25,813         26,274           25,392         25,877         26,396         26,872         27,384         27,394           26,281         26,797         27,321         27,384         27,396           27,218         27,766         28,324         28,895         29,475         30,068           28,366         28,951         29,549         30,160         30,783         31,419           29,670         30,315         30,975         31,648         32,337         33,041           31,127         31,856         32,601         33,364         34,144         34,942           32,836         33,657         34,501         35,365         36,250         37,158           33,327         34,201         35,965         36,014         36,957         37,925	10         11         12         13         14         15         16           24,042         24,472         24,910         25,357         25,812         26,274         26,745           24,043         24,473         24,911         25,368         25,813         26,275         26,746           25,392         25,877         26,389         26,872         27,384         27,905         28,437           26,281         26,787         27,387         27,384         27,905         28,437           27,218         27,766         28,324         28,895         29,475         30,088         30,674           28,366         28,951         29,549         30,160         30,783         31,419         32,068           29,670         30,315         30,975         31,414         34,942         35,766           31,127         31,856         32,601         35,365         34,144         34,942         35,760           32,836         33,367         36,501         35,365         36,260         37,185         38,089           33,327         34,201         35,065         36,014         36,957         37,926         38,918	24,042         24,472         24,910         25,357         25,812         26,274         26,746         27,224           24,043         24,473         24,911         25,356         25,812         26,275         26,746         27,224           25,392         25,877         26,863         26,812         26,275         26,746         27,225           26,281         26,872         27,384         27,905         28,437         28,980           26,281         26,863         26,872         27,384         27,905         28,437         28,980           27,218         27,766         28,324         28,885         29,475         30,068         30,674         31,291           28,366         28,951         29,549         30,160         30,783         31,419         32,668         32,732           29,670         30,315         30,975         31,648         32,337         33,041         33,768         34,493           31,127         31,856         32,601         35,365         34,144         34,942         35,760         36,597           32,836         34,501         35,365         36,560         37,136         39,043         39,043           33,327         34,201 <td>10         11         12         13         14         15         16         17         18           24,042         24,472         24,910         25,357         25,812         26,774         26,745         27,224         27,769           24,043         24,473         24,911         25,356         25,813         26,275         26,746         27,225         27,776           25,392         25,877         26,367         26,813         26,275         26,443         28,980         29,528           26,281         26,787         27,384         27,384         27,384         27,985         28,437         28,980         29,558           27,218         27,766         28,324         28,895         29,475         30,068         30,674         31,291         31,918           28,366         28,956         28,958         29,475         30,068         30,674         31,291         31,986           29,670         30,316         30,160         30,783         31,419         32,068         32,732         33,386           28,686         28,956         30,160         30,783         34,439         32,439         34,439         35,182           31,127         31,856</td> <td>40         41         42         45         46         46         47         48&lt;</td> <td>24,042         24,472         24,910         25,357         25,812         26,274         26,745         27,224         27,724         27,769         28,324         28,891           24,043         24,473         24,911         25,357         25,812         26,275         26,746         27,225         27,770         28,324         28,891           25,392         25,877         26,389         26,275         26,746         27,225         27,770         28,324         28,892           26,281         26,387         26,275         26,746         27,225         27,770         28,324         28,892           26,281         26,387         26,275         26,746         27,225         27,770         28,324         28,892           26,281         26,387         26,387         26,375         26,497         26,498         20,568         30,458         30,458           27,218         27,228         27,229         37,291         31,918         32,321         31,948           27,218         27,324         28,493         30,678         30,478         30,608         30,678         31,498         32,328         34,738           28,366         28,951         30,783         31,414         <td< td=""><td>40         41         42         45         46         47         48         47         48&lt;</td></td<></td>	10         11         12         13         14         15         16         17         18           24,042         24,472         24,910         25,357         25,812         26,774         26,745         27,224         27,769           24,043         24,473         24,911         25,356         25,813         26,275         26,746         27,225         27,776           25,392         25,877         26,367         26,813         26,275         26,443         28,980         29,528           26,281         26,787         27,384         27,384         27,384         27,985         28,437         28,980         29,558           27,218         27,766         28,324         28,895         29,475         30,068         30,674         31,291         31,918           28,366         28,956         28,958         29,475         30,068         30,674         31,291         31,986           29,670         30,316         30,160         30,783         31,419         32,068         32,732         33,386           28,686         28,956         30,160         30,783         34,439         32,439         34,439         35,182           31,127         31,856	40         41         42         45         46         46         47         48<	24,042         24,472         24,910         25,357         25,812         26,274         26,745         27,224         27,724         27,769         28,324         28,891           24,043         24,473         24,911         25,357         25,812         26,275         26,746         27,225         27,770         28,324         28,891           25,392         25,877         26,389         26,275         26,746         27,225         27,770         28,324         28,892           26,281         26,387         26,275         26,746         27,225         27,770         28,324         28,892           26,281         26,387         26,275         26,746         27,225         27,770         28,324         28,892           26,281         26,387         26,387         26,375         26,497         26,498         20,568         30,458         30,458           27,218         27,228         27,229         37,291         31,918         32,321         31,948           27,218         27,324         28,493         30,678         30,478         30,608         30,678         31,498         32,328         34,738           28,366         28,951         30,783         31,414 <td< td=""><td>40         41         42         45         46         47         48         47         48&lt;</td></td<>	40         41         42         45         46         47         48         47         48<
24,472 24,473 25,877 26,797 27,766 28,951 30,315 31,856 33,657 34,201	24,472 24,910 24,473 24,911 25,877 26,369 26,769 28,324 27,766 28,324 28,951 29,549 30,315 30,975 31,856 32,601 33,657 34,501 34,201 35,095	24,472 24,910 25,357 24,473 24,911 25,358 25,877 26,369 26,872 26,797 27,765 28,324 28,895 28,951 29,549 30,160 30,315 32,601 35,365 34,201 35,095 36,014	11         12         13         14           24,472         24,910         25,357         25,812           24,473         24,911         25,358         25,813           25,877         26,369         26,872         27,384           26,797         27,321         27,885         29,475           27,766         28,324         28,895         29,475           28,951         20,548         30,160         30,783           30,315         30,975         31,648         32,337           31,856         32,601         33,364         34,144           33,657         34,501         35,365         36,250           34,201         35,085         36,014         36,957	11         12         13         14         15           24,472         24,910         25,357         25,812         26,274           24,473         24,911         25,358         25,813         26,274           25,877         26,369         26,872         27,384         27,905           26,797         27,321         27,857         28,958         28,958           27,766         28,324         28,895         29,475         30,068           28,951         29,549         30,160         30,783         31,419           30,315         30,975         31,648         32,337         33,041           31,856         32,601         33,364         34,144         34,942           33,657         34,501         36,956         37,158           34,201         35,095         36,014         36,957         37,158	14         12         13         14         15         16           24,472         24,910         25,357         25,812         26,274         26,745           24,473         26,361         25,813         26,275         26,746           25,877         26,369         26,872         27,384         27,905         28,437           26,797         27,321         27,887         28,403         28,588         29,475           27,766         28,324         29,475         30,068         30,674           28,951         29,549         30,160         30,783         31,419         32,068           30,315         30,975         31,648         32,337         33,041         33,758           31,856         32,601         33,364         34,144         34,942         35,760           33,657         34,501         36,260         37,158         38,089           34,201         35,065         36,014         36,957         37,925         38,918	24,472         24,910         25,357         25,812         26,274         26,745         27,224           24,473         24,910         25,358         25,813         26,275         26,746         27,224           24,473         26,369         26,813         26,275         26,746         27,224           25,877         26,872         27,384         27,905         28,437         28,980           26,775         27,766         28,324         27,868         29,547         31,291           27,766         28,324         29,475         30,068         30,674         31,291           28,951         29,549         30,160         30,783         31,419         32,068         32,732           30,315         30,975         31,648         32,337         33,041         33,768         34,493           31,856         32,601         36,365         36,250         37,158         38,089         39,043           33,657         34,501         36,967         36,967         36,967         36,937         36,937	11         12         13         14         15         16         17         18           24,472         24,910         25,357         25,812         26,274         26,745         27,224         27,769           24,473         24,911         25,358         25,813         26,275         26,746         27,225         27,776           25,877         26,872         27,384         27,905         28,437         28,980         29,558           26,797         27,321         27,884         27,905         28,437         28,980         29,558           27,766         28,324         28,9475         30,068         30,105         30,1419         32,068         30,705           30,315         30,975         31,648         32,3041         33,268         32,732         33,386           31,856         32,601         33,364         34,144         34,942         35,760         36,548           33,657         34,501         35,365         36,250         37,158         38,043         39,043           34,201         35,065         36,014         36,957         37,326         38,918         39,937         40,736	14         12         13         14         15         16         17         18         19           24,472         24,910         25,357         25,812         26,274         26,746         27,224         27,759         28,323           24,473         24,911         25,358         25,813         26,275         26,746         27,225         27,770         28,324           25,877         26,872         27,384         27,905         28,437         28,980         29,558         30,150           26,797         27,766         28,324         28,945         30,068         30,674         31,291         31,391         32,555           27,766         28,324         28,9475         30,668         30,674         31,291         31,318         32,555           28,951         29,549         30,783         31,419         32,088         30,674         31,391         31,318           30,315         30,316         30,783         31,419         32,493         35,182         34,053           31,856         32,601         33,364         34,144         34,942         35,760         36,378         30,378         30,383         30,383         30,620           33,657	14         12         13         14         15         16         17         18         19         20           24,472         24,910         25,357         25,812         26,274         26,746         27,224         27,769         28,324         28,891           24,473         24,911         25,358         25,813         26,275         26,746         27,225         27,770         28,324         28,891           25,877         26,369         26,872         27,384         27,905         28,437         28,980         29,558         30,150         30,753           26,797         27,766         28,927         28,980         29,547         30,068         30,674         31,291         37,558         33,06           27,766         28,324         28,895         29,475         30,068         30,674         31,291         37,558         33,06           28,951         29,549         30,160         30,783         31,419         32,068         32,732         33,386         34,053         34,735           30,315         30,975         31,648         32,337         33,041         33,758         34,493         35,182         36,597         36,896           31,857	24,472         24,910         25,357         25,812         26,745         27,724         27,769         28,323         28,891         29,468           24,473         24,910         25,358         25,813         26,774         26,746         27,224         27,770         28,323         28,891         29,469           25,877         26,369         25,813         26,275         26,746         27,726         27,770         28,324         29,469           26,797         26,369         26,872         27,706         28,324         29,469         30,753         31,366           26,797         27,766         28,324         27,88         29,527         30,106         31,321         31,368         32,586           27,766         28,324         28,986         29,647         30,068         30,106         31,391         31,498         32,588         33,206         33,871           28,954         29,549         30,783         31,419         32,068         32,732         33,306         34,735         33,206         33,473           30,315         30,975         31,419         32,068         32,732         33,306         34,735         35,438           30,316         32,367
	24,910 24,911 26,369 27,321 28,324 29,549 30,975 32,601 34,501 35,095	24,910 25,357 24,911 25,358 26,369 26,872 27,321 27,857 28,324 28,895 29,549 30,160 30,975 31,648 32,601 33,364 34,501 35,095	24,910 25,357 25,812 24,911 25,358 25,813 26,369 26,872 27,384 27,324 28,895 29,475 29,549 30,160 30,763 33,564 34,144 34,501 35,365 36,014 36,957	12         13         14         15           24,910         25,357         25,812         26,274           24,911         25,358         25,813         26,274           26,369         25,872         27,384         27,905           27,321         27,887         28,958         28,958           28,324         28,895         29,475         30,068           29,549         30,160         30,783         31,419           30,975         31,648         34,144         34,942           34,501         35,365         36,250         37,158           35,095         36,014         36,957         37,925	12         13         14         15         16           24,910         25,357         25,812         26,274         26,745           24,911         25,358         25,813         26,275         26,746           26,369         26,872         27,384         27,905         28,437           27,321         27,887         28,958         29,527           28,324         28,895         29,475         30,068         30,674           29,549         30,160         30,783         31,419         32,068           30,975         31,648         32,337         33,041         33,758           32,601         33,364         34,144         34,942         35,760           34,501         35,365         36,250         37,158         38,089           35,095         36,014         36,957         37,925         38,918	12         13         14         15         16         17           24,910         25,358         25,812         26,745         27,224           24,911         25,358         25,813         26,275         26,746         27,224           26,369         26,872         27,384         27,905         28,437         28,980           27,321         27,885         27,384         27,905         28,437         28,980           28,324         28,895         29,475         30,068         30,674         31,291           29,549         30,160         30,783         31,419         32,068         32,732           30,975         31,648         32,337         33,041         33,768         34,493           32,601         33,364         34,144         34,942         35,760         36,597           34,501         35,365         36,250         37,158         38,089         39,043           35,095         36,014         36,957         37,925         38,918         39,937	12         13         14         15         16         17         18           24,910         25,357         25,812         26,774         26,745         27,224         27,769           24,911         25,358         25,813         26,275         26,746         27,225         27,770           26,369         26,872         27,905         28,437         28,980         29,558           27,321         27,857         28,952         30,105         30,706           28,324         28,985         29,475         30,068         30,674         31,291           29,549         30,160         30,783         31,419         32,068         32,732         33,386           30,975         31,649         32,376         34,494         34,342         35,760         36,597         37,328           32,601         33,364         34,144         34,942         35,760         36,597         37,328           34,501         35,365         36,260         37,158         38,043         39,043         39,932           35,095         36,014         36,957         37,926         37,328         36,037         40,736	12         13         14         15         16         17         18         19           24,910         25,357         25,812         26,774         25,724         27,724         27,729         28,323           24,911         25,358         25,813         26,275         26,746         27,225         27,770         28,324           26,369         26,872         27,304         27,305         28,437         28,980         29,558         30,160           27,321         27,887         28,986         29,527         30,105         30,160         30,169         30,674         31,291         31,391           28,324         28,895         29,475         30,068         30,674         31,291         31,396         34,052           30,756         31,649         32,068         30,674         31,291         31,978         34,053           30,975         31,649         32,766         36,597         37,328         34,053           32,601         33,364         34,144         34,942         35,760         36,597         37,328         38,075           34,601         35,365         36,260         37,158         38,043         39,043         39,083         40,620	12         13         14         15         16         17         18         19         20           24,910         25,357         25,812         26,274         27,224         27,779         28,323         28,891           24,911         25,358         25,813         26,275         26,746         27,225         27,770         28,324         28,891           26,369         26,872         27,725         27,770         28,324         28,892           27,321         27,384         27,905         28,437         28,980         29,558         30,165         30,753           28,324         28,895         29,475         30,688         30,674         31,291         31,318         32,556         33,206           29,549         30,160         30,783         31,419         32,068         32,732         33,386         34,633         34,735           30,975         31,644         34,942         35,760         36,597         37,328         36,98         36,043         36,98         36,043         39,823         40,620         41,432           32,603         36,516         36,526         37,328         36,043         39,823         40,620         41,432	12         13         14         15         16         17         18         19         20         21           24,910         25,357         25,812         26,274         26,745         27,224         27,776         28,323         28,891         29,468           24,911         25,358         25,813         26,275         26,746         27,225         27,770         28,324         28,892         29,469           26,369         26,887         27,384         27,905         28,437         28,980         29,558         30,150         30,753         31,366           27,321         27,857         27,87         28,980         29,558         30,150         30,753         31,366           28,324         28,995         29,475         30,068         30,766         30,769         31,318         32,556         33,206           29,549         30,160         30,783         31,419         32,066         32,732         33,306         34,735         35,431           30,750         31,449         32,068         32,732         33,306         34,735         35,431           30,750         33,364         33,568         36,945         36,693         39,043         35,386
12 24,910 24,911 26,369 27,321 28,324 30,975 32,601 34,501 34,501 35,095		25,357 25,358 26,872 27,857 28,895 30,160 33,364 33,364 35,365 36,014	25,357 25,812 25,358 25,813 26,872 27,384 27,857 28,403 28,895 29,475 30,160 30,783 31,648 32,337 33,364 34,144 35,365 36,250 36,014 36,957	25,357 25,812 26,274 25,358 25,813 26,275 26,872 27,384 27,905 27,857 28,403 28,958 28,895 29,475 30,068 30,160 30,783 31,419 31,648 32,337 33,041 33,364 34,144 34,942 35,365 36,250 37,158 36,014 36,957 37,925	13         14         15         16           25,357         25,812         26,274         26,745           25,356         25,813         26,275         26,746           26,872         27,384         27,905         28,437           27,857         28,403         28,958         29,527           28,895         29,476         30,068         30,674           30,160         30,783         31,419         32,068           31,648         32,337         33,044         33,758           33,364         34,144         34,942         35,760           35,365         36,250         37,158         38,089           36,014         36,957         37,925         38,918	13         14         15         16         17           25,357         25,812         26,274         26,745         27,224           25,358         25,813         26,275         26,746         27,224           26,872         27,384         27,905         28,437         28,980           27,857         28,437         28,980         28,980           28,895         29,475         30,068         30,674         31,291           30,160         30,783         31,419         32,068         32,732           31,648         32,337         33,041         33,758         34,493           33,364         34,144         34,942         35,760         36,597           35,365         36,250         37,158         39,043           36,014         36,957         37,925         38,918         39,937	13         14         15         16         17         18           25,357         25,812         26,274         26,745         27,224         27,769           25,386         25,813         26,275         26,746         27,225         27,776           26,872         27,384         27,905         28,437         28,980         29,558           27,857         28,403         28,952         30,105         30,706           28,895         29,475         30,068         30,674         31,291         31,918           30,160         30,783         31,419         32,068         32,732         33,386           31,648         32,337         33,041         35,760         36,597         37,328           33,364         34,144         34,942         35,760         36,597         37,328           35,365         36,250         37,158         39,043         39,923           36,014         36,957         37,928         38,918         39,337         40,736	13         14         15         16         17         18         19           25,357         25,812         26,274         26,745         27,224         27,769         28,323           25,358         25,813         26,275         26,746         27,225         27,770         28,324           26,872         27,384         27,905         28,437         28,980         29,558         30,160           27,857         28,403         28,985         29,527         30,160         31,321           28,895         29,475         30,068         30,674         31,291         31,918         32,555           30,160         30,783         31,419         32,068         32,732         33,386         34,053           31,648         32,337         33,041         37,58         34,493         35,182         35,886           33,364         34,144         34,942         35,760         36,597         37,328         30,057           35,65         36,56         37,158         38,089         39,043         39,823         40,620           36,014         36,967         37,928         38,918         39,937         40,736         41,550	13         14         15         16         17         18         19         20           25,357         2.6,812         2.6,274         2.6,745         2.7,224         2.7,769         2.8,323         2.8,891           25,358         2.6,813         2.6,275         2.6,746         2.7,225         2.7,770         2.8,324         2.8,891           26,872         2.7,384         2.7,905         2.8,437         2.9,658         30,150         30,753           27,857         2.8,403         2.8,952         30,106         30,160         30,160         31,311         31,948           28,895         2.9,475         30,068         30,674         31,291         31,918         32,556         33,206           30,160         30,783         31,419         32,068         32,732         33,386         34,033         34,735           31,648         32,337         33,041         33,758         36,4493         35,182         36,044         36,047         38,836           35,365         36,250         37,158         38,043         39,823         40,620         41,432           36,014         36,014         36,918         39,937         40,736         41,560         42,381	25,357         25,812         26,274         26,745         27,224         27,759         28,324         28,891         29,468           25,356         25,813         26,274         26,746         27,225         27,770         28,324         28,891         29,468           26,872         27,326         27,725         27,770         28,324         28,892         29,469           26,872         27,326         27,770         28,324         28,892         29,469           27,887         28,437         28,890         29,558         30,150         31,321         31,948         32,586           28,895         29,475         30,068         30,674         31,291         32,586         33,786         34,735         38,735           30,160         30,783         31,419         32,068         36,493         34,735         38,735           31,648         32,337         33,449         35,782         38,075         38,836         36,614           35,365         36,250         37,158         38,089         39,043         39,823         40,620         41,432         42,260           36,014         36,957         38,937         40,736         41,550         41,432         43,2
	13 25,357 25,358 26,872 28,895 30,160 31,648 33,364 35,365 36,014		25,812 25,813 27,384 28,403 29,475 30,783 30,783 34,144 36,250 36,957	25,812 26,274 25,813 26,275 27,384 27,905 29,475 30,068 30,783 31,419 34,144 34,942 36,250 37,158 36,957 37,925	25,812 26,274 26,745 25,813 26,275 26,746 27,384 27,905 28,437 29,475 30,068 30,674 33,783 38,089 36,957 37,925 38,918	14         15         16         17           25,812         26,274         26,745         27,224           25,813         26,275         26,746         27,225           27,384         27,905         28,437         28,980           28,403         28,957         30,105           29,475         30,068         30,674         31,291           30,783         31,419         32,068         32,732           34,144         34,942         35,760         36,597           36,250         37,158         38,089         39,043           36,357         37,925         38,918         39,937	14         15         16         17         18           25,812         26,274         26,745         27,224         27,769           25,813         26,275         26,746         27,225         27,770           27,384         27,905         28,437         28,980         29,558           28,403         28,952         30,105         30,706           29,475         30,068         30,674         31,918           30,783         31,419         32,068         32,732         33,386           32,337         33,041         35,760         36,597         37,328           34,144         34,942         35,760         36,597         37,328           36,250         37,158         38,089         39,043         39,823           36,357         37,925         38,918         40,736	14         15         16         17         18         19           25,812         26,274         26,745         27,224         27,759         28,323           25,813         26,275         26,746         27,225         27,770         28,324           27,384         27,905         28,437         28,980         29,558         30,150           28,403         28,952         30,106         31,319         31,321           29,475         30,068         30,674         31,291         31,518           30,783         31,419         32,086         32,732         33,386           32,337         33,041         33,788         34,493         35,182         36,886           34,144         34,942         35,760         36,597         37,328         38,075           36,250         37,158         38,089         39,043         39,823         40,620           36,957         37,926         40,736         41,550	14         15         16         17         18         19         20           25,812         26,274         26,745         27,224         27,769         28,324         28,891           25,813         26,275         26,746         27,225         27,770         28,324         28,891           27,384         27,905         28,437         28,880         29,558         30,150         30,753           28,403         28,956         28,437         28,880         29,558         30,150         30,753           29,475         30,068         30,674         31,291         32,556         33,206           30,783         31,419         32,068         32,732         33,386         34,053         34,735           32,337         33,041         33,758         34,433         35,182         36,604           34,144         34,942         35,760         36,597         37,328         38,075         38,836           36,55         37,158         38,089         39,043         39,823         40,620         41,432           36,567         37,326         36,386         40,620         41,432         40,360         42,381	14         15         16         17         18         19         20         21           25,812         26,274         26,745         27,224         27,769         28,323         28,891         29,468           25,813         26,275         26,746         27,225         27,770         28,324         28,892         29,469           27,384         27,905         28,437         28,980         29,558         30,150         30,753         31,366           29,476         30,688         30,674         31,291         31,918         32,586         32,586           30,783         31,419         32,068         32,732         33,386         34,735         35,431           30,783         31,419         32,686         32,732         33,286         36,604         37,337           34,144         34,342         35,760         36,597         37,328         38,075         38,614           36,550         37,158         38,089         39,043         39,823         40,620         41,432         42,260           36,557         37,326         36,937         40,736         41,550         43,239         43,239

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	3)	85	586	20	127	03	(75	117	59	96	135	102	09;	122
	24 (23)	31,585	31	33,620	34,927	36,303	37,975	40,017	42,459	45,296	46,335	48,302	52,260	57,222
	23 (22)	30,965	30,966	32,961	34,242	35,591	37,230	39,232	41,626	44,408	45,426	47,355	51,235	56,100
	22 (21)	30,358	30,359	32,314	33,570	34,893	36,500	38,463	40,810	43,536	44,536	46,426	50,230	54,999
	21 (20)	29,763	29,764	31,680	32,912	34,210	35,785	37,710	40,010	42,682	43,662	45,516	49,246	53,921
	20 (19) 21 (20) 22 (21) 23 (22)	29,180	29,181	31,060	32,267	33,539	35,083	36,970	39,225	41,846	42,805	44,624	48,279	52,864
	19 (18)	28,607	28,608	30,451	31,634	32,881	34,394	36,245	38,456	41,026	41,966	43,749	47,332	50,810 51,826
	18 (17)	28,047	28,048	29,854	31,013	32,237	33,720	35,534	37,702	40,222	41,144	42,891	46,405	50,810
	17 (16)	27,496	27,497	29,269	30,406	31,604	33,059	34,838	36,963	39,433	40,336	42,050	45,495	
	11 (10) 12 (11) 13 (12) 14 (13) 15 (14) 16 (15) 17 (16) 18 (17) 19 (18)	27,012	27,014	28,721	29,822	30,981	32,389	34,095	36,118	38,469	39,307	41,199	44,406	47,817 48,805 49,814
	15 (14)	26,537	26,538	28,184	29,247	30,369	31,733	33,371	35,292	37,530	38,304	40,364	43,340	47,817
	14 (13)	26,070	26,071	27,658	28,687	29,770	31,091	32,660	34,485	36,612	37,327	39,546	42,303	46,849
	13 (12)	25,611	25,612	27,140	28,135	29,184	30,462	31,964	33,698	35,718	36,374	38,746	41,288	45,900
	12 (11)	25,159	25,160	26,633	27,594	28,608	29,845	31,285	32,927	34,846	35,446	37,961	40,298	44,059 44,970 45,900
	11 (10)	24,717	24,718	26,135	27,064	28,044	29,240	30,618	32,174	33,993	34,543	37,193	39,332	44,059
	10 (9)	24,282	24,283	25,646	26,544	27,490	28,649	29,966	31,439	33,164	33,660	36,439	38,389	
	9 (8)	23,855	23,856	25,167	26,034	26,947	28,069	29,329	30,720	32,353	32,802	35,702	37,470	42,292
	8 (7)	23,434	23,435	24,697	25,534	26,415	27,500	28,704	30,018	31,563	31,964	34,270 34,979	36,572	41,436
	7 (6)	23,022	23,023	24,235	25,043	25,894	26,943	27,496 28,094	29,332	30,792	31,148	34,270	35,695	40,597
	6 (5)	22,616	22,617	23,782	24,562	24,392 24,884 25,384	26,398		28,662	30,039	30,355	33,577	34,840	39,774
	5 (4)	22,218	22,219	23,337	24,090	24,884	25,864	26,911	28,007	29,306	29,579	32,897	34,005	38,970
	4 (3)	21,828	21,829	22,901 23,337	23,627		25,340	26,338 26,911	27,365	28,590 29,306	28,825	32,231	33,190	38,180
	3 (2)	21,444	21,445	22,474	23,173	23,439 23,912	24,826	25,228 25,777	26,740	27,891	28,089	31,577	32,394	36,650 37,407 38,180 38,970 39,774 40,597 41,436 42,292 43,167
	2 (1)	21,065	21,066	22,053	22,727	23,439	24,324	25,228	26,130	27,210	27,372	30,937	31,618	36,650
Step	_													
S	Grade 1	<del>-</del>	2	က	4	22	9	7	83	6	10	1	12	13

FY07 - November 1, 2006 - (750)

วี ว	dato																							
Grade	-	2 (1)	3 (2)	4 (3)	5 (4)	6 (5)	7 (6)	8 (7)	9 (8)	10 (9)	11 (10)	11 (10) 12 (11) 13 (12)		14 (13)	15 (14) 16 (15)	16 (15)	17 (16)	18 (17)	19 (18)	20 (19)	21 (20)	22 (21)	23 (22)	24 (23)
-	, 4	21,815	22,194		22,968	23,366	23,772	24,184	24,605	25,032	25,467	25,909	26,361	26,820	27,287	27,762	28,246	28,797	29,357	29,930	30,513	31,108	31,715	32,335
2	. 4	21,816	21,816 22,195	22,579	22,969	23,367	23,773 24,185		24,606	25,033	25,468	25,910	26,362	26,821	27,288	27,764	28,247	28,798	29,358	29,931	30,514	31,109	31,716	32,336
က	, 7	22,803	23,224	23,651	24,087	24,532	24,985	25,447	25,917	26,396	26,885	27,383	27,890	28,408	28,934	29,471	30,019	30,604	31,201	31,810	32,430	33,064	33,711	34,370
4	, ,	23,477	23,923	24,377 24,840	24,840	25,312	25,793	26,284	26,784	27,294	27,814	28,344	28,885	29,437	29,997	30,572	31,156	31,763	32,384	33,017	33,662	34,320	34,992	35,677
2	,	24,189	24,662	25,142	25,634	26,134 26,644	26,644	27,165	27,697	28,240	28,794	29,358	29,934	30,520	31,119	31,731	32,354	32,987	33,631	34,289	34,960	35,643	36,341	37,053
9		25,074	25,576	26,090 26,614		27,148 27,693	27,693	28,250	28,819	29,399	29,990	30,595	31,212	31,841	32,483	33,139	33,809	34,470	35,144	35,833	36,535	37,250	37,980	38,725
7	,	25,978	26,527	27,088 27,661		28,246	28,246 28,844 29,454		30,079	30,716	31,368	32,035	32,714	33,410	34,121	34,845	35,588	36,284	36,995	37,720	38,460	39,213	39,982	40,767
89	,	26,880	27,490	28,115	28,757	29,412	30,082	30,768	31,470	32,189	32,924	33,677	34,448	35,235	36,042	36,868	37,713	38,452	39,206	39,975	40,760	41,560	42,376	43,209
6	. •	27,960	28,641	29,340	30,056	30,789	30,789 31,542	32,313	33,103	33,914	34,743	35,596	36,468	37,362	38,280	39,219	40,183	40,972	41,776	42,596	43,432	44,286	45,158	46,046
10	. 4	28,122	28,839	29,575	30,329	31,105	31,898	32,714	33,552	34,410	35,293	36,196	37,124	38,077	39,054	40,057	41,086	41,894	42,716	43,555	44,412	45,286	46,176	47,085
7		31,687	32,327	32,981	33,647	34,327	35,020	35,729	36,452	37,189	37,943	38,711	39,496	40,296	41,114	41,949	42,800	43,641	44,499	45,374	46,266	47,176	48,105	49,052
12		32,368	33,144	33,940 34,755		35,590 36,445	36,445	37,322	38,220	39,139	40,082	41,048	42,038	43,053	44,090	45,156	46,245	47,155	48,082	49,029	49,996	50,980	51,985	53,010
13		37,400	38,157	37,400 38,157 38,930 39,720 40,524 41,347 42,186 43,042	39,720	40,524	41,347	42,186	43,042	43,917	44,809	45,720	46,650		47,599 48,567	49,555	50,564	51,560	52,576	53,614	54,671	55,749	56,850	57,972

2 3 (1) 4 (2) 5 (3)	22,416 22,803 23,1	22,417 22,804 23,1	23,456 23,888 24,3	24,162 24,620 25,088	24,908 25,394 25,890	25,832 26,351 26,8	26,793 27,359 27,937	27,765 28,396 29,0	28,927 29,633 30,3	29,128 29,871 30,633	32,650 33,310 33,8	33,475 34,279 35,102 35,946 36,810	38 530 30 310
3) 6 (4)	23,198 23,600	23,199 23,601	24,328 24,777	088 25,565	890 26,395	26,880 27,419	937 28,529	29,045 29,706	30,356 31,097	633 31,416	33,983 34,670	102 35,946	40 117 40 929
7 (5)	24,010	24,011	25,235	26,051	26,910	9 27,970	29,132	30,383	31,857	32,217	35,370		10 000 41 761
8 (6)	24,426 2	24,427 2	25,702	26,547 2	27,437 2	28,533 2	29,749 3	31,076	32,636	33,041	36,086	37,695	42 608
9 (7) 10 (8)	24,851 25,283	24,852 25,284	26,176 26,660	27,052 27,567	27,974 28,522	29,107 29,0	30,379 31,	31,784 32,	33,434 34,	33,887 34,	36,816 37,	38,602 39,	12 172 14
7,	283 25,722	25	27	28	29	29,693 30,2	31,024 31,6	32,511 33,2	34,253 35,0	34,754 35,6	37,561 38,3	39,531 40,4	77 250 75
(9) 12 (10)	722 26,168	,723 26,169	,154 27,657	093 28,628	,082 29,651	290 30,90	,681 32,355	254 34,013	091 35,952	646 36,558	322 39,098	483 41,458	257 46 179
0) 13 (1:	68 26,625	69 26,626	57 28,169	28 29,174	51 30,233	901 31,524	55 33,041	13 34,792	52 36,833	58 37,495	98 39,891	58 42,459	70 17 116
. 4 (12)	25 27,088	26 27,089	39 28,692	74 29,73	33 30,825	32,160	11 33,744	35,588	33 37,736	38,458	91 40,699	59 43,483	370 01 31
15 (13)	8 27,560	9 27,561	2 29,223	1 30,297	5 31,430	0 32,808	4 34,462	8 36,402	6 38,663	8 39,445	9 41,525	3 44,531	40.052
16 (14)	28,040	28,041	3 29,766	30,878	32,048	33,470	35,194	37,237	39,612	5 40,458	5 42,368	1 45,607	0.00
17 (15)	28,529	28,530	30,320	31,467	32,678	34,147	35,944	38,090	40,585	41,497	43,228	46,707	0 7 1
18 (16)	29,085	29,086	30,910	32,081	33,317	34,814	36,647	38,836	41,381	42,312	44,077	47,627	7 0 0
19 (17)	29,650	29,651	31,513	32,708	33,967	35,495	37,365	39,598	42,194	43,143	44,944	48,563	007
20 (18)	30,229	30,230	32,128	33,347	34,631	36,191	38,097	40,375	43,022	43,991	45,828	49,520	01.4
21 (19) 2	30,818	30,819	32,754	33,999	35,309	36,900	38,844	41,168	43,867	44,856	46,728	50,496	0.0
22 (20)	31,419	31,420	33,394	34,663	36,000	37,622	39,605	41,975	44,729	45,738	47,648	51,490	
23 (21) 24 (22)	32,032	32,034	34,048	35,342	36,705	38,360	40,382	42,800	45,609	46,638	48,586	52,505	
		32,659	34,714	36,033	37,424	39,112	41.174	43,641	46,506	47,556	49,543	53,540	
25 (23)	33,311	33,312	35,408	36,754	38.172	39,894	41.998	44,514	47,436	48.507	50,534	54.611	

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Step																									
Grade 1	2	3 (1)	4 (2)	5 (3)	6 (4)	7 (5)	8 (6)	9 (7)	10 (8)	11 (9)	12 (10)	13 (11)	14 (12)	15 (13)	16 (14)	17 (15)	18 (16)	19 (17) 2	20 (18) 2	21 (19)	22 (20)	23 (21)	24 (22)	25 (23)	26
_		22,640	0 23,031	23,429	23,836	24,250	24,670	25,099	25,535	25,979	26,430	26,891	27,359	27,835	28,320	28,814	29,376	29,947	30,531	31,126	31,733	32,353	32,985	33.644	34.317
2		22,641	1 23,033	3 23,431	23,837	24,251	24,671	25,100	25,536	25,980	26,431	26,892	27,360	27,836	28,322	28,815	29,377	29,948	30,532	31,127	31,734	32,354	32,986	33.645	34.318
3		23,691	1 24,127	7 24,572	25,025	25,488	25,959	26,438	26,927	27,426	27,933	28,451	28,979	29,516	30,063	30,623	31,219	31,828	32,449	33,082	33,728	34,389	35,061	35 762	36 478
4		24,404	4 24,867	, 25,339	25,821	26,311	26,812	27,323	27,843	28,374	28,914	29,466	30,028	30,600	31,186	31,782	32,402	33,035	33,681	34,339	35,010	35,695	36,394	37.122	37.864
22		25,157	7 25,648	3 26,149	26,659	27,179	27,711	28,254	28,808	29,372	29,948	30,536	31,133	31,745	32,369	33,005	33,650	34,307	34,978	35,662	36,360	37,072	37,798	38,554	39,325
9		26,090	0 26,615	26,615 27,149	27,693	28,249 28,818		29,398	29,990	30,593	31,210	31,839	32,481	33,136	33,805	34,488	35,162	35,850	36,553	37,269	37,998	38,744	39,503	40,293	41.099
7		27,06	1 27,633	3 28,216	28,814	29,423	30,046	30,683	31,334	31,998	32,679	33,372	34,082	34,807	35,546	36,303	37,013	37,738	38,478	39,233	40,001	40,786	41,586	42,418	43,266
8		28,042	2 28,680	28,680 29,335	30,003	30,686 31,387		32,102	32,836	33,586	34,354	35,140	35,944	36,766	37,609	38,471	39,224	39,994	40,778	41,580	42,395	43.228	44.077	44 959	45 858
6		29,216	6 29,930	30,660	31,408	32,176	32,962	33,769	34,596	35,442	36,312	37,201	38,113	39,049	40,008	40,991	41,795	42,616	43,452	44,305	45,176	46.065	46.971	47.911	48 869
10		29,419	9 30,169	30,939	31,730	32,540 33,372	33,372	34,226	35,102	36,002	36,923	37,870	38,842	39,839	40,862	41,912	42,736	43,574	44,431	45,304	46,196	47.104	48.031	48.992	49.972
=		32,977	7 33,643	34,323	35,017	35,724	36,447	37,184	37,937	38,705	39,489	40,290	41,106	41,941	42,792	43,660	44,518	45,393	46,286	47,196	48,124	49,072	50.038	51.039	52.060
12		33,810	0 34,622	2 35,453	36,306	37,178	38,072	38,988	39,926	40,888	41,873	42,883	43,918	44,976	46,063	47,174	48,103	49,049	50,015	51,001	52,005	53,030	54,076	55,157	56,260
13		38,92	4 39,713	38,924 39,713 40,518 41,339 42,178 43,034 43,907	41,339	42,178	43,034		44,800	45,710	46,639	47,587	48,555	49.544	50,551	51,580	52.596	53 633	54 691	55 770	56 869	57 992	50 137	AN 320 64 526	21 500

# APPENDIX E

4		
3		- ···
4	UAW Clerical/Technical Unit	
5	Grade Assignments	
6		
7		
8	<u>Position</u>	<u>Grade</u>
9		
10	Custodian I	2
11	Custodian II	3
12	Custodian III	4
13	Clerk Typist II	5
14	Office Assistant	5
15	Clerk, Vital Records II	6
16	Permit Technician I	6
17	Motor Vehicle Registration Clerk I	6
18	Licensed Scale Operator	6
19	Secretary III	6
20	Assessing Admin Specialist I/CSR	7
21	Clerk, Building	7
22	Coordinator, TVB	7
22	Customer Service Representative	7
_	Motor Vehicle Registration Clerk II	7
25	Permit Technician II	8
26	Administrative Assistant I	8
27	Assessing Admin Specialist II/CSR	8
28	Building Maintenance Specialist	8
29	Purchasing Agent I	8
30	Storekeeper PWD	8
31	Permit Technician III	9
32	Accounts Payable Coordinator	9
33	Administrative Assistant II	9
34	Department Coordinator	9
35	Motor Vehicle Coordinator	9
36	Revenue/Service Specialist	9
37	DPW Collections Specialist	10
38	Administrative Assistant III	10
39	Assistant Plans Examiner / Building Inspector	10
40	Program Coordinator	10
41	Printing Technician / Supervisor of Mail Distribution	10
42	Operations Coordinator, Street Dept	11
43	Assistant Maintenance Foreman	11
44	CSO Technician / Inspector	11
45	Engineer Technician	11
46	Survey Technician	12
1.		

	Code Enforcement Officer II	12	
2	Engineering Designer / Inspector	12	
3	Engineering Inspector	12	
4	Foreman	12	
5	Street Construction / Repair & Permit Coordinator	12	
6	Building and Utilities Inspector	13	
7	Foreman, Shop/Equipment	13	
8	Foreman, Maintenance WWTP	13	
9	Foreman, Operations, WWTP	13	
10	Collection System Foreman	13	

# SETTLEMENT AGREEMENT

The City of Nashua, UAW, and AFSCME settle PELRB Case Nos. A-0410-78 and M-0640-7 as follows:

1. The UAW agrees that internal job postings of supervisory or administrative positions in UAW-represented bargaining units will be first communicated to all UAW and AFSCME bargaining unit employees. The job postings will be distributed to every department and posted on the City's bulletin boards for five working days to allow qualified eligible employees to apply. If after the posting of the notice, no qualified employee has applied, the job posting shall be posted externally in accordance with Human Resource Department requirements.

It is understood that under AFSCME's collective bargaining agreement with regard to promotions to supervisory or administrative positions, the language in its 2002-2006 agreement and any successor agreement shall continue to limit AFSCME to grieving only issues of City notice and consideration for the posting and not the City's employee selection.

It is further understood that under UAW's collective bargaining agreement with regard to Article 12, Job Posting/Lay-Offs/Recall, the language in any successor agreement shall incorporate the understanding set forth in this paragraph and no further negotiation shall be required of the UAW by the City on internal postings.

- All remaining portions of each party's collective bargaining agreement shall remain in full force and effect unless
  otherwise negotiated by the respective Union and Employer.
- 3. The City agrees that with regard to vacant or newly created merit positions, a notice of position vacancy shall be communicated to all merit and UAW bargaining unit employees before notice is communicated to other City or external candidates: Such first notice shall be distributed to every department and posted on the City's bulleting boards for five working days to allow qualified eligible UAW bargaining unit member has applied; the notice of vacancy shall be posted externally in accordance with the Human Resource Department requirements.
- 4. With the signing of this agreement, the parties agree to withdraw their pending charges in Case Nos. A-0410-78 and M-0640-7

FOR THE CITY

Date: July 25, 2005

FOR AFSCME

# Sidebar on Overtime

**[Deleted]**